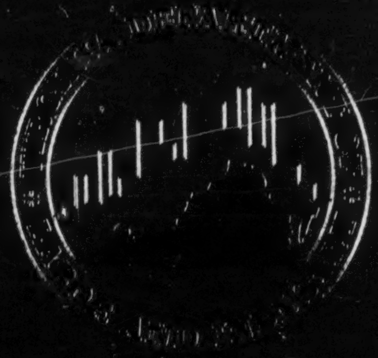

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COMMONWEALTH of VIRGINIA

Department of Labor and Industry
205 North Fourth Street

Carol Amato
Commissioner

P.O. Box 12064
Richmond, Virginia 23241

June 30, 1988

The Honorable Gerald Baliles
Governor
Commonwealth of Virginia
State Capitol
Richmond, Virginia 23219

Dear Governor Baliles:

I am pleased to submit to you the 1987 Annual Report of the Virginia Department of Labor and Industry.

Each of our programs enjoyed major successes during 1987. The Virginia Occupational Safety and Health Program (VOSH) completed activities necessary to request final approval of its State Plan. The U. S. Department of Labor has received our request for final approval and should notify us of their decision by the end of this year.

The Apprenticeship Division continues to offer Virginia businesses and citizens a valuable service through the promotion, development, and registration of apprentices. As of December 31, 1987, 8,180 apprentices were registered with the more than 2,600 businesses and organizations participating as program sponsors.

During the calendar year, the Division of Labor Law Administration investigated 3,382 employee complaints and collected $667,184 in unpaid wages on behalf Virginia's workers. The Division also enforces the provisions of the Commonwealth's child labor laws and, during 1987, assessed $9,525 in penalties for violations of these requirements.

An increase in the number of boiler and pressure vessels registered with the Boiler and Pressure Vessel Safety Division was noted in 1987. There were 15 accidents related to boiler and pressure vessels which resulted in four injuries and one fatality.

During the year, the Division of Planning, Research and Policy Analysis assumed responsibility for staffing to your Migrant and Seasonal Farmworkers Board. This division also conducted seminars for businesses, labor organizations, and professional associations on Federal recordkeeping requirements related to occupational injuries and illnesses.

A major initiative during the year involved reviewing the Department's existing State regulations to see if they were still necessary. As a result of the review, we have proposed modifying 260 rules; eliminating 26 rules which are no longer necessary; and adding 51 rules, chiefly definitions, for clarity. Additionally, the Review Process resulted in the transfer of responsibility for explosives from this Department to the Department of Housing and Community Development effective January 1, 1989. This transfer is expected to result in more effective regulations governing the storage, sale, and use of explosives.

This report provides more detailed information on all of the department's activities during 1987. We look forward to continuing the progress and achievement which characterized 1987.

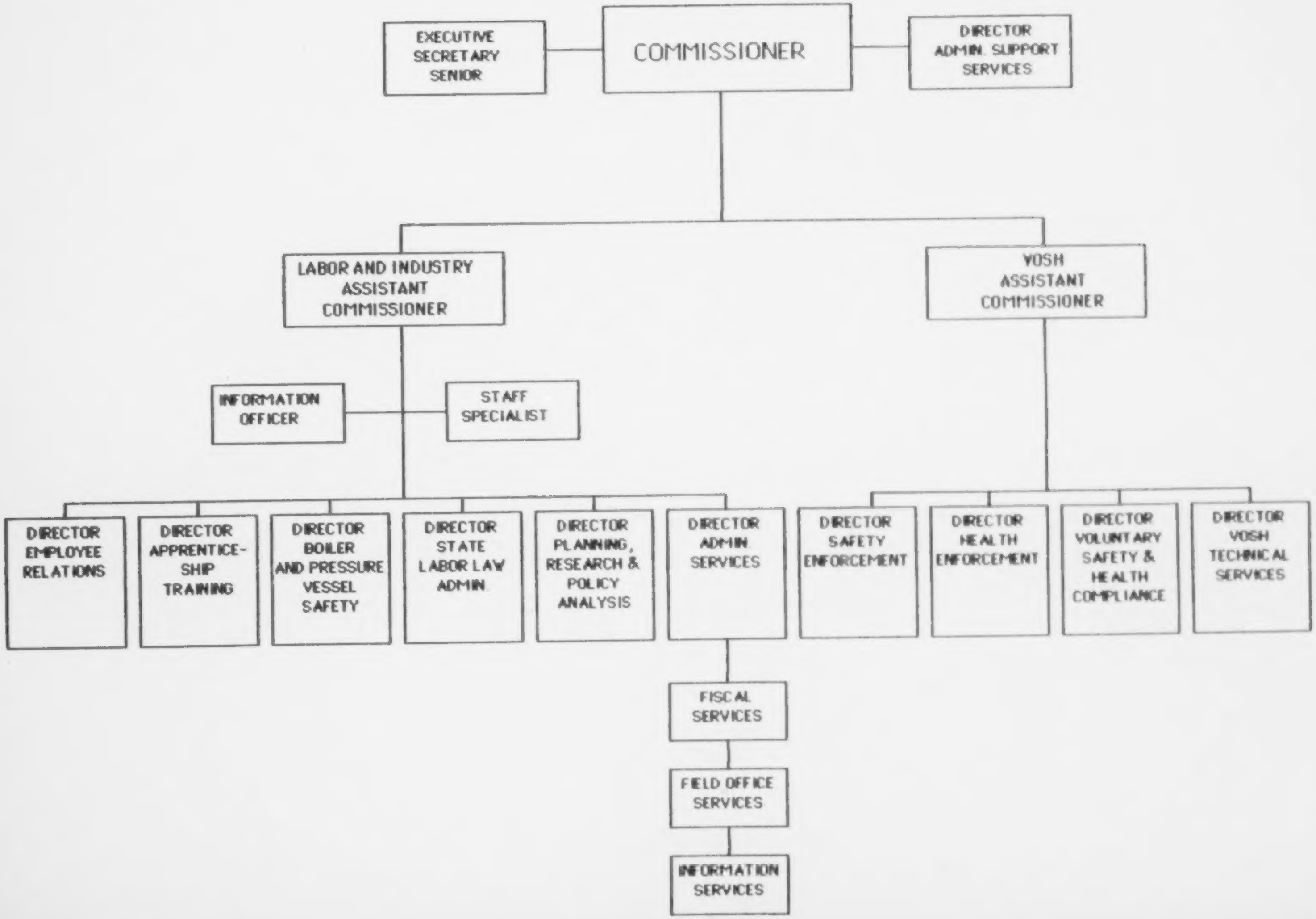
Sincerely,

Carol Amato

Carol Amato
Commissioner

CA/ss

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY


EXECUTIVE SECRETARY SENIOR
COMMISSIONER
DIRECTOR ADMIN. SUPPORT SERVICES
LABOR AND INDUSTRY ASSISTANT COMMISSIONER
VOSH ASSISTANT COMMISSIONER
INFORMATION OFFICER
STAFF SPECIALIST
DIRECTOR EMPLOYEE RELATIONS
DIRECTOR APPRENTICE-SHIP TRAINING
DIRECTOR BOILER AND PRESSURE VESSEL SAFETY
DIRECTOR STATE LABOR LAW ADMIN
DIRECTOR PLANNING, RESEARCH & POLICY ANALYSIS
DIRECTOR ADMIN. SERVICES
DIRECTOR SAFETY ENFORCEMENT
DIRECTOR HEALTH ENFORCEMENT
DIRECTOR VOLUNTARY SAFETY & HEALTH COMPLIANCE
DIRECTOR VOSH TECHNICAL SERVICES
FISCAL SERVICES
FIELD OFFICE SERVICES
INFORMATION SERVICES

COMMISSIONERS OF LABOR AND INDUSTRY

ARCHER P. MONTAGUE	1898 - 1899
JAMES B. DOHERTY	1900 - 1917
C. G. KIZER	1917 - 1918
JOHN HIRSCHBERG	1919 - 1920
JOHN HOPKINS HALL, JR.	1921 - 1937
THOMAS B. MORTON	1938 - 1941
JOHN HOPKINS HALL, JR.	1942 - 1949
EDMOND M. BOGGS	1949 - 1977
ROBERT F. BEARD	1977 - 1982
AZIE TAYLOR MORTON	1982 - 1983
EVA S. TEIG	1983 - 1985
CAROL A. AMATO	1985 -

FIELD OFFICES

STAUNTON
934 N. Augusta Street
or
634 Charles Street
Suite C
Staunton, Virginia 24401

LYNCHBURG
460 Bay Street
Lynchburg, Virginia 24501

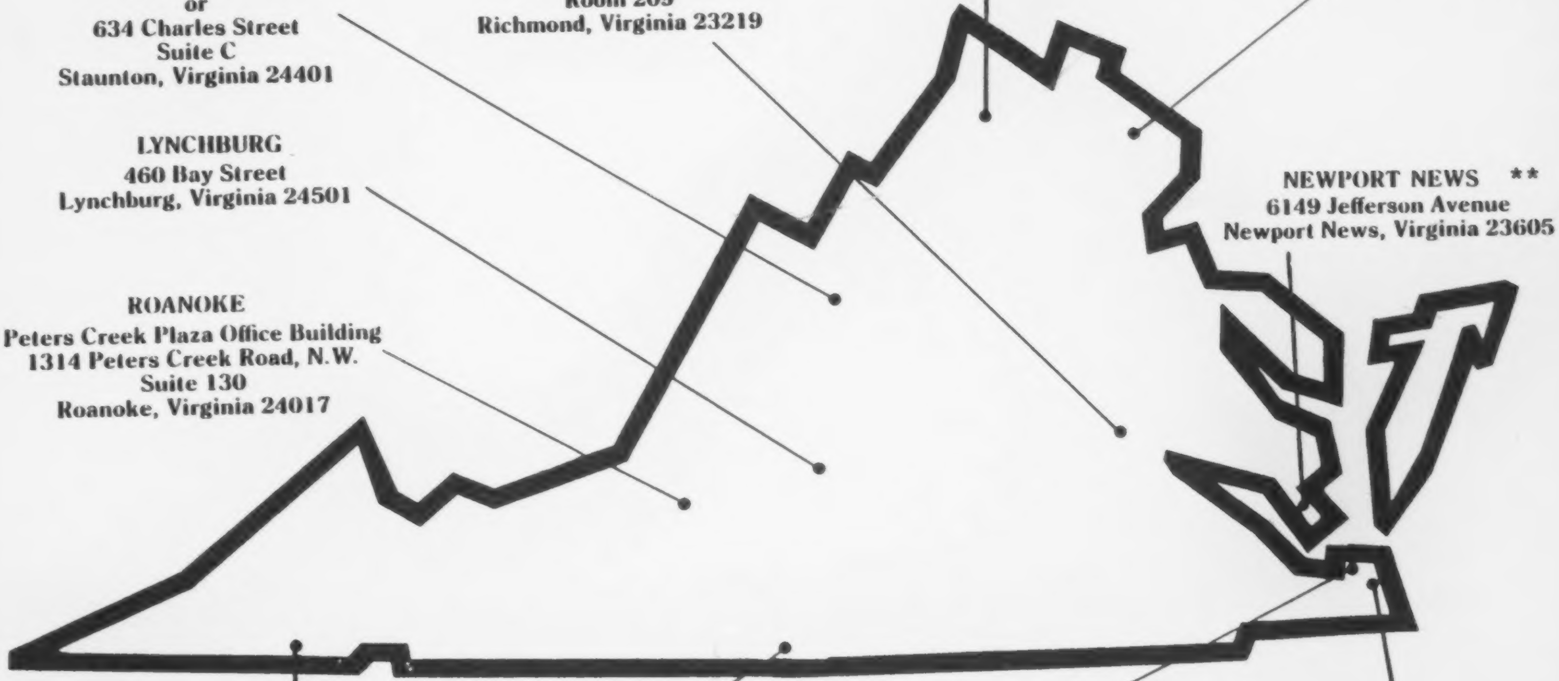
ROANOKE
Peters Creek Plaza Office Building
1314 Peters Creek Road, N.W.
Suite 130
Roanoke, Virginia 24017

RICHMOND
205 North Fourth Street
or
203 Governor Street *
Room 209
Richmond, Virginia 23219

FRONT ROYAL
11-C Water Street
Front Royal, Virginia 22630

FAIRFAX
11211 Waples Mill Road
Suite 302
Fairfax, Virginia 22030

NEWPORT NEWS **
6149 Jefferson Avenue
Newport News, Virginia 23605



BRISTOL
Huff-Cook Building
1969 Lee Highway
Bristol, Virginia 24201

DANVILLE
104 Annhurst Drive
Danville, Virginia 24540

NORFOLK **
1500 E. Little Creek Road
Suite 310
Norfolk, Virginia 23518

VIRGINIA BEACH **
5700 Thurston Avenue
Suite 203
Virginia Beach, Virginia 23455

* This office now located at 2201 West Broad Street, Richmond, VA 23220

* * These offices now combined and located at 2551 Eltham Avenue, Suite H, Norfolk, VA 23513

DIRECTORY

ADMINISTRATION

Carol A. Amato Commissioner	804-786-2377
W. F. Dillon, Jr. Assistant Commissioner	804-786-2383
Edward A. Hegamyer, Director of Administrative Services	804-786-9875
Phyllis S. Weaver, Director Human Resources	804-786-8589

DIVISION OF APPRENTICESHIP TRAINING

Robert S. Baumgardner Director	804-786-2381
Wallace E. Marshall Field Supervisor	804-786-2382
Edward R. Cooper Field Supervisor	703-332-7745
John L. Bray Field Supervisor	804-528-6692

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

Jim D. Hicks Director	804-786-3160

DIVISION OF PLANNING, RESEARCH, AND POLICY ANALYSIS

Marilyn Mandel Director	804-786-2385

DIVISION OF STATE LABOR LAW ADMINISTRATION

Sharon S. Watson Director	804-786-2389
Gerard Angele Field Supervisor	804-786-2389

Charles M. Crabtree	Field Supervisor	703-669-1011
Elaine F. Elliott	Field Supervisor	804-683-8210

VOSH ADMINISTRATION

Charles E. Harrigan	VOSH Assistant Commissioner	804-786-5873
Jay W. Withrow	Technical Services Director	804-786-8011
Glenn L. Weaver	Occupational Safety & Health Discrimination Supervisor	804-786-7814

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

Clarence H. Wheeling, Ph.D.	Director	804-786-0574
Richard W. Anderson	Regional Supervisor	804-786-6285
Charles L. Clouse	Regional Supervisor	703-332-9240
James L. Mann	Regional Supervisor	703-982-7400
Iris M. Crenshaw	Regional Supervisor	804-683-8210

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

Elliott A. Scruggs	Director	804-786-2391
Richard C. Angell	Region Supervisor	804-367-9224
Edward B. Johnson	Region Supervisor	703-635-3879
Fred T. Yontz	Region Supervisor	804-786-7984
Samuel N. Simpson	Region Supervisor	804-683-8210

DIVISION OF VOLUNTARY HEALTH COMPLIANCE AND TRAINING

Michael Rodgers Director	804-367-9980
Richard D. Mitchell Health Compliance Supervisor	703-332-9240

DIVISION OF VOLUNTARY SAFETY COMPLIANCE AND TRAINING

Michael Rodgers Director	804-367-9980
Albert T. Wiggins Safety Compliance Supervisor	804-683-8210

HISTORY OF LABOR AND INDUSTRY

The Virginia Department of Labor and Industry, originally known as the Bureau of Labor and Industrial Statistics, was created by the General Assembly in 1898. The General Assembly saw the need for an agency to compile and circulate data "on the industrial pursuits of the State as they related to the commercial, industrial, social, educational, and sanitary condition of the laboring classes and to the permanent prosperity of the productive industries of the State."

In 1927 the Bureau was given the status of a regular administrative agency of the State, and its name was changed to the Department of Labor and Industry. The Department is a diverse agency dedicated to serving the needs of the citizens of the Commonwealth of Virginia. Its mission is to contribute to the quality of life enjoyed by citizens of Virginia by improving Virginia's workplaces through informational services, training, education, and enforcement of laws relating to occupational safety, health, and employment.

The authority and scope of duties of the Department has broadened since its creation. Among the services offered at one time by the Department were free employment services (now performed by the Virginia Employment Commission), regulation of private employment agencies (now with the Department of Commerce) mediation of labor disputes, except public utilities, (now a function of the Federal Labor Relations Board), and the regulation and enforcement of mining laws (since January 1, 1985, a function of the Department of Mines, Minerals, and Energy).

The Department of Labor and Industry through its history from the early days of the Division of Factory Inspectors has been concerned with worker safety and health. Today Virginia operates under a state plan as permitted by the Federal Occupational Safety and Health Act of 1970. Through the Virginia Occupational Safety and Health (VOSH) Program the state's occupational safety and health laws are administered and enforced. As of July 1, 1985, the Bureau of Occupational Health was transferred from the Department of Health to the Department of Labor and Industry. This action by the General Assembly enhanced the Virginia Occupational Safety and Health Program and improved our ability to serve the public.

Currently the Department of Labor and Industry consists of eight divisions--Apprenticeship Training; Boiler and Pressure Vessel Safety; Occupational Health Enforcement; Occupational Safety Enforcement; Planning, Research and Policy Analysis; State Labor Law Administration; Voluntary Health Compliance and Training; and Voluntary Safety Compliance and Training. These eight divisions provide the citizens of the Commonwealth a number of services ranging from assisting companies in establishing apprentice programs to collecting unpaid wages for workers to surveying food costs across the state.

Through the years the Department's Commissioners have acted promptly to recommend legislation to improve working conditions and encourage industrial expansion. Among the legislation advocated by the Department are the boiler inspection law, machine guarding, mine safety laws, minimum age requirements for employment, a state building code, equal pay for equal work, apprenticeship, a free state employment service, unemployment insurance, and elevator inspection and safety laws.

The Department through its eight divisions and three boards--the Virginia Safety and Health Codes Board, the Migrant and Seasonal Farmworkers Board and the Virginia Apprenticeship Council--offers continuing public service and dedication to the preservation of the health, safety, and productivity of the citizens of the Commonwealth.

ADMINISTRATION

The Virginia Department of Labor and Industry is headed by the Commissioner, who is assisted by an Assistant Commissioner for Administration and State Programs, an Assistant Commissioner for the Virginia Occupational Safety and Health (VOSH) Program, an Administrative Staff Specialist, an Assistant Attorney General, and a Director of Administrative Services. The Assistant Commissioner for Administration and State Programs acts for the Commissioner in the Commissioner's absence and provides direction and manages employee relations, training, finance, budgeting, purchasing, and payroll for the Department. Additionally, the Assistant Commissioner for Administration and State Programs provides direction for and manages the Divisions of Apprenticeship Training, Boiler and Pressure Vessel Safety, Planning, Research and Policy Analysis, and Labor Law Administration. The Assistant Commissioner for the VOSH Program provides direction and manages the four Divisions of the VOSH Program.

The Administrative Staff Specialist serves as the Department's liaison to the Virginia Registrar; registers and certifies operators of tramways and related devices; monitors, reports, and maintains records of labor disputes involving public utilities; and maintains a central file on all regulations issued by the Department.

The Assistant Attorney General is responsible for advising the Commissioner and the Division Directors on all legal matters and serves as counsel to the Virginia Safety and Health Codes Board, the Virginia Apprenticeship Council, and the Migrant and Seasonal Farmworkers Board.

The Director of Administrative Services provides the Department with financial management support and services. The Director plans and directs budgeting, accounting, grants administration, contract proposals, and physical plant facilities for administrative offices located in Richmond and eight field offices. The Director analyzes proposed legislation to determine its fiscal impact on the agency.

In addition to the eight divisions and three boards with which it works, the Department contains a Fiscal Office, an Employee Relations Office, a Public Information Office, and a Human Resources Data Processing/User Liaison Office.

The Fiscal Office is responsible for overseeing finances and accounting. It safeguards the Department's assets, ensures that financial records are maintained, and provides financial information including the preparation of annual financial statements.

In 1987 the Fiscal Office maintained a 99 per cent compliance rate with the Commonwealth's Prompt Payment Act. The Prompt Payment Act calls for timely payment to vendors who supply goods and services to the Commonwealth.

The Employee Relations Office is responsible for the personnel functions which apply to the Department's nearly 200 employees. Duties include compensation and classification, recruitment, equal employment opportunity, benefits, and training. During 1987, several changes were made to this office: a Personnel Analyst position was added to the current staff and the office was totally automated. Through the Personnel Data Analysis System, statistical reports can now be created from information stored in the Personnel Management Information System. The Department's Equal Opportunity and Affirmative Action Plan was revised in 1987 and was approved by the Department of Personnel and Training.

The Public Information Office acts as the Department's liaison with the media and the general public. The Office is responsible for monitoring the media and informing the Department on items affecting it and for preparing news releases and other written material such as speeches and brochures.

The Human Resources DP/User Liaison is responsible for implementing the Department's long range automation plan. This plan provides for the automation of all programmatic and financial activities of the Department. In 1987 the DP/User Liaison coordinated the efforts of the Division of Apprenticeship Training and the Department of Information Technology to develop an Apprenticeship Management Information System.

VIRGINIA PUBLIC UTILITY LABOR RELATIONS ACT

The Commissioner of Labor and Industry by law has the duty to mediate and conciliate labor disputes affecting certain public utilities.

The Virginia Public Utility Labor Relations Act, as amended by the General Assembly, effective April 7, 1952, designates the Department of Labor and Industry as the State agency established to mediate and conciliate labor disputes. It requires notices of disputes between certain public utilities and their employees and imposes upon the Commissioner of Labor and Industry, or his designated agent, certain duties relating to labor disputes affecting the operation of certain public utilities.

The Act provides that the utility or the collective bargaining agent, recognized by the utility and its employees, shall not terminate or modify such contract until the party desiring such termination or modification serves written notice upon the Department of Labor and Industry of the proposed termination or modification at least thirty (30) days prior to the expiration date thereof or in the event such contract contains no expiration date, at least thirty (30) days prior to the date it is proposed to make such termination or modification. Where there is no collective bargaining contract in effect, the same procedure shall be followed by the utility and its employees or designated representatives or any labor organization or association attempting to organize employees in work affecting the utility.

Upon receipt of any such notices, the Commissioner of Labor and Industry is charged with the responsibility of notifying the Governor and informing him of the nature of the dispute. If the Governor deems it necessary, the Commissioner, or his designated agent, shall offer to meet and confer with the parties in interest and undertake to mediate and conciliate their differences to the extent of the mediation and conciliation by State agencies contemplated by the National Labor Relations Act or similar Federal legislation. In the event Federal legislation does not apply and if the Governor deems it advisable, it shall be the duty of the utility and its employees, or designated representative, to meet and confer with the Commissioner, or his agent, at a time and place designated by the Commissioner for mediating and conciliating their differences.

The Commissioner keeps the Governor fully informed of negotiations between the utility and its employees and reports as soon as practical if a strike or lockout appears to be probable in any such dispute, or if a strike or lockout begins, whether the continuation thereof is probable.

The Commissioner of Labor and Industry, or his agent, has the right of entry upon the property of a utility.

After all means of mediation and conciliation have been exercised under this Act, and a stoppage of work is certain, the Governor, under the Seizure Act, may, if he deems it necessary, seize and operate a public utility.

Mediation and conciliation service under the Public Utility Labor Relations Act continues even though it becomes necessary for State seizure under the Public Utility Seizure Act.

In 1987, under the amended Virginia Public Utility Labor Relations Act, seven (7) notices of negotiations were received during the year, four (4) of which were electric power utilities, two (2) were telephone and telegraph utilities, and one (1) was a gas distribution utility. Mediation assistance was given to one company during the year. The negotiations were brought to a successful conclusion.

DIVISION OF APPRENTICESHIP TRAINING

Apprenticeship is a carefully planned and supervised voluntary program of on-the-job training and related technical instruction in those occupations known as the skilled crafts or trades. The Division of Apprenticeship Training maintains a statewide system of apprentice training as set forth in the Virginia Voluntary Apprenticeship Act of 1938. The Act was adopted by the General Assembly largely as a result of a recognized need for skilled labor. With the return of prosperity after the worst years of the Depression and with the onset of World War II shortages of skilled workers were noted. The problem was seen as one of training rather than recruitment of skilled workers. The Voluntary Apprenticeship Act provided a method for employers to train skilled workers.

With the advice of the Virginia Apprenticeship Council, the Division assists employers in developing training programs, securing related instruction, and recruiting both industries and qualified apprenticeship applicants for participation in the state program. One of the Division's goals is to provide a vehicle for Virginia's youth to prepare themselves for profitable employment and citizenship. Another goal is to guarantee Virginia industries a fully trained work force capable of meeting today's needs and adapting to the changing demands of the workplace in the 21st century. Apprenticeship is a public/private partnership which provides dividends for all involved.

The Division through its Richmond office and its field offices across the state works to enhance industrial development through the development, maintenance, and promotion of apprenticeship training.

The Division works closely with state and local school divisions, the State Department of Education, and program sponsors to see that necessary related instruction is provided. The chief responsibility for seeing that the necessary related instruction is provided rests with program sponsors.

VIRGINIA APPRENTICESHIP COUNCIL

The Virginia Apprenticeship Council, an eight member board appointed by the Governor, plays an integral role in Virginia's apprenticeship program. The Council was established in 1938 by Virginia Voluntary Apprenticeship Act. It consists of an equal number of employee and employer representatives all familiar with apprenticeable occupations. The Commissioner of Labor and Industry and the State Director of Vocational Education or his designee serve as ex-officio voting members of council.

Council members serve three year terms staggered to maintain continuity on the Council. At the beginning of each year the Governor designates one member of Council to serve as chairman.

The Council is responsible along with the Division of Apprenticeship Training for formulating policies to effectively administer the Virginia Apprenticeship Act. Among the duties of Council are the review and approval of standards for apprentice training and the issuance of Certificates of Completion of Apprenticeship.

In November, 1985 the Council approved action to start the administrative process procedures to set the numeric ratio of apprentices to journeymen at one apprentice for each journeyman on the job site. Public hearings on the proposed 1:1 ratio were held in April, 1987. On June 4, 1987 by a 5 to 3 vote Council approved adoption of a 1:1 numeric ratio. Their action was sent to the Governor for his review. On August 5, 1987 the Governor requested that the regulatory process be suspended on the proposed ratio and that the public comment period be extended thirty days. The additional comment period ended October 1, 1987. The Department received more than 1600 comments during the thirty day period.

Acting on the recommendation of Governor Gerald L. Baliles, the Virginia Apprenticeship Council voted to set the minimum numeric ratio of apprentices to journeymen. Effective January 1, 1988 the minimum numeric ratio will be 1:2. Effective June 1, 1989 the minimum numeric ratio will be 1:1. Council cannot take action to change these provisions unless the matter is put through the administrative process procedures to ensure public comment.

STATISTICAL DATA ON APPRENTICESHIP PROGRAM

1940 - 1987

ITEMS	1940-1986	1987
Firms approved to train apprentices	18,438	485
Programs revised [1]	N/A	428
Apprentices active at beginning of 1987	N/A	8,168[2]
Apprentices registered and reinstated	101,537[2]	3,572[2]
Apprentices cancelled	55,810[2]	2,009[3]
Apprentices suspended	N/A	30
Apprentices completed without a certificate	N/A	80[4]
Apprentices completed with a certificate	34,042	1,441
Apprentices active December 31, 1987	N/A	8,180[2]

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[1] Programs changed to incorporate wage changes, outline of training schedules, etc.

[2] This figure includes Newport News Shipbuilding and Dry Dock Company apprentices and apprentices in nationally registered programs.

[3] The number of cancellations is due largely to two factors: (1) work shortage and (2) removal of apprentices who refused to take related instruction.

[4] These are apprentices who completed the on-the-job phase of their training but for some reason did not complete all related instruction requirements.

REGISTERED APPRENTICESHIP SYSTEMS, PARTICIPATING ESTABLISHMENTS, AND APPRENTICES, BY TYPE OF SYSTEM IN VIRGINIA AS OF DECEMBER 31,1987[1]

APPRENTICESHIP SYSTEMS AND RELATED FACTORS	All Types	Type of System				
		Group		Individual		
		Joint	Not Joint	Joint	No Union	Union Waiver
Systems, Total	2,604	32	15	52	2,481	24
Systems with no apprentices	982	4	1	23	945	9
Systems having apprentices	1,622	28	14	29	1,536	15
Apprentices, Total	8,179	914	270	209	6,679	107

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[1] DEFINITIONS FOR STATISTICAL PURPOSES

The following definitions are intended for statistical purposes only to cover variations in current practices among states, and to permit uniformity in national tables. They are not intended as substitutes for any definitions already contained in the policies of state or Federal authorities.

Apprenticeable occupation

Any occupation so designated by the Bureau of Apprenticeship or a State Apprenticeship Agency recognized for statistical purposes by the Bureau of Apprenticeship.

Registered apprentice

An employee who under an expressed or implied agreement for a stipulated term, receives instruction in an apprenticeable occupation, and who is employed in a registered apprenticeship system, and concerning whom a recognized apprenticeship agency has on record all of the information it requires.

Registered apprenticeship system

A system for the training of apprentices through employment, established by employer(s) and/or union(s), and in which authority has been placed for determining that an apprentice has completed his training, and regarding which a written description of the terms and conditions of employment and training of apprentices has been registered by a recognized apprenticeship agency.

Types of registered apprenticeship systems

(GJ) Group Joint - A system embracing two or more companies which is jointly established by employers and union(s), and operated by a committee equally representative of employers and union(s).

(GW) Group Waiver - A system embracing two or more companies which is jointly established by employers of union(s), but in which one of the parties has waived participation in the operation of the system.

(GN) Group Not-Joint - A system embracing two or more companies which is established and operated by employers only.

(IJ) Individual Joint - A system limited to one company which is jointly established by employer and union(s), and operated by a committee equally representative of employer and union(s).

(IW) Individual Waiver - A system limited to one company which is jointly established by employer and union(s), but in which the union has waived participation in the operation of the system.

(IN) Individual Not-Joint - A system limited to one company which is established and operated by employer only.

JOINT REGISTERED APPRENTICESHIP SYSTEMS AND REGISTERED APPRENTICES IN JOINT SYSTEMS

BY TYPE OF SYSTEM AND BARGAINING AGENCY IN VIRGINIA AS OF DECEMBER 1987

Bargaining Agency	Bargaining Agency Code	Joint Systems			Apprentices in Joint Systems		
		Total	Group	Individual	Total	Group	Individual
All AFL - C.I.O. UNIONS	031	84	32	52	1,113	914	199
Asbestos Workers	005	4	3	1	1	0	1
United Automobile Workers of America	006	1	0	1	3	0	3
Bakery and Confectionary Workers	007	1	0	1	0	0	0
Boilermakers	011	1	0	1	91	0	91
Bricklayers, Masons and Plasterers	014	3	3	0	140	140	0
Bridge, Structural and Ornamental Iron	015	3	3	0	35	35	0
Carpenters and Joiners	018	4	4	0	102	102	0
International Chemical Workers	020	2	0	2	6	0	6
Electrical Workers	026	12	6	6	422	410	12
Engineers	028	1	1	0	21	21	0
Glass Bottle Blowers Association of the U.S.	035	2	1	1	7	3	4
Glass Workers	037	2	1	1	6	6	0
Painters, Decorators and Paperhangers	063	2	1	1	13	11	2
Plasterers and Cement Finishers	067	2	2	0	2	2	0
Plumbing and Pipefitting	069	5	4	1	157	151	6
Printing Pressmen and Assistants	074	4	0	4	5	0	5
International Association of Retail Clerks	083	1	0	1	5	0	5
Sheet Metal Workers	086	3	3	0	33	33	0
Stereotypers and Electrotypers	093	1	0	1	0	0	0
Teamsters, Chauffeurs, Warehousemen and Helpers	099	1	0	1	0	0	0
United Textile Workers of America	101	1	0	1	7	0	7
International Typographical Union	103	2	0	2	0	0	0
Combined A.F.L. Unions	299	1	0	1	3	0	3
Paperworkers of America	327	3	0	3	14	0	14
Rubber, Cork, Linoleum and Plastic Workers of America	332	1	0	1	0	0	0
United Steel Workers	334	3	0	3	1	0	1
Machinists I.A.M.	618	14	0	14	14	0	14
United Electrical, Radio and Machine Workers of America	663	1	0	1	1	0	1
Union Affiliation Not Included	900	1	0	1	24	0	24
Union Unassigned	901	1	0	1	0	0	0
Aluminum Workers International	902	1	0	1	0	0	0

APPRENTICE ACTIVITY BY OCCUPATION GROUP
1987

Occcupation	Beginning Period	New Apprentices	Reinstatements	Cancellations	Suspensions	Completions	CWC*	End of Period	Sponsors of Occup.
Drafter (Architectural)	2	7	0	2	0	1	0	6	2
Research Mechanic	5	0	0	0	0	1	0	4	1
Electrical Technician	9	6	0	0	0	2	0	13	1
Electronic Technician	20	2	0	4	0	5	0	13	10
Instrument Technician	3	7	0	1	0	0	0	9	3
Engineering Aide	2	0	0	1	0	0	0	1	3
Drafter (Civil)	3	0	0	0	0	0	0	3	4
Mechanical Engineering Technician	14	2	0	0	0	4	0	12	2
Drafter (Mechanical)	2	0	0	0	0	2	0	0	7
Metallurgical Technician	0	1	0	0	0	0	0	1	1
Quality Control Technician	24	6	0	5	0	14	1	10	4
Party Chief (Surveyor)	113	66	2	51	0	5	0	125	37
Instrument Surveyor Assistant	11	2	0	7	0	0	0	6	9
Materials Engineer	1	0	0	0	0	1	0	0	1
Test Technician	36	0	0	2	0	5	0	29	1
Horticulturist	0	1	0	0	0	0	0	1	1
Building Inspector	1	0	0	0	0	0	0	1	1
Industrial Waste Inspector	2	1	0	0	0	0	0	3	1
Materials Coordinator	1	0	0	1	0	0	0	0	1
Optician (Dispensing)	147	127	0	53	3	36	6	176	226
Commercial Food Equipment Technician	2	2	0	0	0	0	0	4	2
Chef	1	0	0	1	0	0	0	0	1
Cook	142	40	0	26	0	23	1	132	32
Cook (Institutional)	32	27	0	10	0	0	6	43	10
Meat Cutter	14	3	0	4	0	0	0	13	6
Barber	44	45	2	21	0	14	2	54	128
Cosmetologist	476	510	4	281	2	177	7	523	1094
Psychiatric Aide	2	0	0	0	0	0	0	2	1
Shoe Repairer	1	0	0	0	0	0	0	1	1
Firefighter	7	0	0	0	0	4	0	3	1
Plater	10	0	0	2	0	0	1	7	4
Electric Instrument Mechanic Chemical	1	0	0	0	0	1	0	0	1
Molder	9	1	0	1	0	2	0	7	2
Baker	44	21	0	14	1	6	2	42	21
Chlorinator Operator	4	0	0	0	0	1	0	3	1
Machinist	608	171	2	83	6	133	10	549	259
Maintenance Machinist	17	25	0	2	0	1	0	39	14
Mold Maker (Die Casting & Plastic Molding)	2	2	0	2	0	0	0	2	3
Tool Maker	6	0	0	0	0	2	0	4	7
Tool & Die Maker	45	12	0	6	0	16	0	35	42
Grinder Operator (Surface & Tool)	1	1	0	0	0	0	0	2	1
Machine Set-Up Operator	1	0	0	0	0	1	0	0	1
Blacksmith	6	1	0	0	0	2	0	5	2
Machine Operator	2	0	0	0	0	1	0	1	1
Inspector (Metal Fabricating)	33	0	0	1	0	7	0	25	1
Metal Fabricator	48	11	0	18	0	5	1	35	12
Inspector	7	3	0	0	0	0	0	10	3
Auto Mechanic	26	38	0	9	0	3	1	51	72
Construction Equipment Mechanic	18	0	0	0	0	7	0	11	10
Truck Mechanic	11	5	0	2	0	1	0	13	20
Transmission Mechanic	1	0	0	0	0	1	0	0	2
Outside Machinist	250	38	1	22	0	44	0	223	8
Diesel Mechanic	22	5	0	1	0	2	2	22	15
Fuel Injection Mechanic	1	0	0	0	0	0	1	0	2
Maintenance Machine Repairer	2	0	0	0	0	0	0	2	2
Welding Equipment Mechanic	8	2	0	1	0	4	0	6	1
Treatment Plant Mechanic	16	5	0	2	0	5	0	14	2
Office Machine Servicer	1	0	0	0	0	0	0	1	3
A/C Installer-Servicer	1	4	0	0	0	0	0	5	2
Industrial A/C Mechanic	13	9	0	2	0	1	0	19	26
Refrigeration Mechanic	109	40	1	27	1	16	2	104	45
Maintenance Mechanic	298	128	1	53	1	32	4	337	170
Millwright	61	10	0	1	0	22	0	48	21
Industrial Sewing Machine Repairer	3	0	0	1	0	0	0	2	3
Rotogravure Press Operator	20	7	0	1	0	4	0	22	2
Web Press Operator	13	61	0	0	0	11	0	63	9
Offset Press Operator	25	12	0	5	0	3	0	29	8
Folding Machine Operator	1	0	0	0	0	0	0	1	1
Bindery Worker	43	32	0	7	0	24	0	44	4
Cabinetmaker	36	33	0	18	0	1	0	50	29
Loft Worker	19	0	0	0	0	4	0	15	1
Wood Patternmaker	3	0	0	0	0	0	0	3	9
Metal Patternmaker	10	1	0	0	0	0	0	11	5
Engineering Technician (Aerospace Model Development)	6	1	0	0	0	4	0	3	1
Jeweler	5	0	0	0	0	0	0	5	3

*Completed Without Certificate

APPRENTICE ACTIVITY BY OCCUPATION GROUP
1987

Occcupation	Begin-ning Period	New Appren-tices	Rein-state-ments	Can-cella-tions	Sus-pen-sions	Com-ple-tions	CWC*	End of Period	Sponsors of Occup.
Locksmith	2	5	0	1	0	0	0	6	3
Electro-Mechanical Technician	5	1	0	2	0	0	0	4	3
Instrument Mechanic	31	11	0	1	0	19	5	17	8
Dental Lab Technician	4	0	0	0	0	1	0	3	3
Prosthetics Technician	1	0	0	0	0	1	0	0	1
Biomedical Equipment Technician	2	0	0	0	0	0	0	2	1
TV & Radio Repairer	6	7	0	1	0	1	2	9	7
Electric Motor Repairer	4	0	0	0	0	0	0	4	7
Small Appliance Repairer	2	0	0	0	0	0	0	2	1
Appliance Repairer (Electrical Equipment)	6	0	0	3	0	0	0	3	2
Automobile Upholsterer	2	0	0	2	0	0	0	0	1
Furniture Upholsterer	21	2	0	6	0	3	0	14	5
Patternmaker (Textile)	1	0	0	0	0	0	1	0	1
Sail Maker	24	0	0	1	0	7	0	16	1
Shop Tailor	28	9	0	5	0	7	0	25	1
Shoemaker	3	5	1	0	0	2	0	7	1
Structural Steel Worker	49	17	1	16	0	2	0	49	10
Sheetmetal Worker	333	115	5	81	0	56	0	316	117
Boilermaker	98	1	0	4	0	19	0	76	3
Boilerhouse Mechanic	11	0	0	0	0	3	0	8	2
Rigger	75	7	0	6	0	14	0	62	5
Motor Dynometer Tester	4	0	0	0	0	0	0	4	1
Experimental Aircraft Assembly Mechanic	3	2	0	2	0	0	0	3	1
Shipfitter	217	48	3	20	0	57	0	191	7
Truck Body Repairer	1	0	0	0	0	0	0	1	2
Auto Body Repairer	13	6	0	8	0	0	0	11	17
Layout Worker	2	0	0	0	0	0	0	2	2
Welder	190	61	0	29	3	33	0	186	33
Line Erector (Power & Light)	4	0	0	0	0	0	0	4	5
Burglar Alarm Installer-Servicer	5	0	0	1	0	0	0	4	2
Electrician	1,378	789	12	462	7	160	7	1,543	395
Street Light Servicer	1	0	0	0	0	0	0	1	1
Ship Electrician	281	42	0	17	0	52	0	254	7
Electric Appliance Servicer	1	1	0	0	0	0	0	2	6
Electronics Mechanic	126	2	0	1	0	39	0	88	8
Maintenance Electrician	98	38	1	20	0	8	1	108	81
Painter	50	62	0	14	0	9	4	85	25
Painter (Ship)	70	6	0	5	0	13	0	58	4
Lather	8	12	0	8	0	2	0	10	6
Plasterer	9	1	0	4	0	2	0	4	6
Drywall Applicator	1	0	0	0	0	0	0	1	1
Cement Mason	1	0	0	0	0	0	0	1	5
Auto Painter	5	0	0	4	0	0	0	1	1
Operating Engineer	21	8	0	4	0	3	0	22	5
Maintenance Carpenter	4	2	0	2	0	0	0	4	12
Acoustical Carpenter	4	4	0	3	0	1	0	4	2
Ship Carpenter	9	3	0	1	0	0	0	11	2
Carpenter	422	162	2	172	1	35	3	375	110
Carpenter (Rough)	2	0	0	0	0	0	0	2	1
Joiner (Ship)	44	1	0	1	0	11	0	33	3
Shipwright	16	0	0	1	0	1	0	14	2
Bricklayer	163	104	0	43	0	8	3	213	29
Tile Setter	11	5	0	2	0	1	2	11	3
Sewer Systems Maintenance Mechanic	10	3	0	1	0	2	0	10	1
Pipefitter (Ship)	348	39	0	13	0	64	0	310	7
Oil Burner Servicer & Installer	2	0	0	0	0	0	0	2	3
Pipefitter	175	50	2	37	0	35	0	155	49
Plumber	387	171	2	156	5	34	3	362	196
Insulation Worker	91	37	1	27	0	13	0	89	18
Pipecoverer	42	2	0	2	0	9	0	33	2
Glazier	12	7	0	7	0	1	0	11	5
Roofer	2	0	0	1	0	0	0	1	2
Asbestos Worker	10	5	0	3	0	3	0	9	1
Maintenance Repairer (Factory or Mill)	7	1	0	0	0	0	0	8	3
Maintenance Repairer (Building)	61	45	1	25	0	13	0	69	36
Boiler Operator	4	3	0	4	0	1	0	2	2
Stationary Engineer	4	1	0	0	0	3	0	2	7
Water Treatment Plant Operator	10	3	0	3	0	1	0	9	8
Wastewater Treatment Plant Operator	91	33	0	16	0	16	2	90	14
Clarifying Plant Operator	3	2	0	1	0	0	0	4	1
Sign Writer	1	0	0	0	0	0	0	1	1
Etcher (Photoengraving)	5	0	0	1	0	4	0	0	1
Lithographic Plate Maker	2	0	0	0	0	0	0	2	1
Lithographer	2	0	0	2	0	0	0	0	3
Transferrer	7	28	0	0	0	7	0	28	2
Photographer (Lithographic)	13	0	0	0	0	0	0	13	1
Compositor	1	0	0	0	0	0	0	1	6
Engraver (Machine)	2	0	0	0	0	0	0	2	1
Graphic Arts Technician	8	1	0	3	0	0	0	6	1
Stripper	2	0	0	0	0	1	0	1	1
TOTALS	8,168	3,528	44	2,006	30	1,441	80	8,180	3,794

* Completed Without Certificate

INDUSTRIES WITH APPRENTICESHIP PROGRAMS
GROUPED BY THE NUMBER OF
EMPLOYEES EMPLOYED
1987

Number of Systems	Number of Employees in Firm
1435	1 to 9
491	10 to 24
225	25 to 49
142	50 to 99
104	100 to 199
157	200 to 999
37	1,000 to 4,900
13	5,000 or more
0	Size Class N/A
2,604	TOTAL SYSTEMS

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

The Commonwealth of Virginia first adopted a Boiler and Pressure Vessel Safety law in 1960 after continual urging by the Department of Labor and Industry. Initially the State Corporation Commission was authorized to establish official standards for the protection of human life and property from unsafe manufacture and use of boilers and pressure vessels in the Commonwealth. It was intended that local authorities enforce these standards and regulations. In 1972 the General Assembly transferred the boiler and pressure vessel law from the State Corporation Commission to the Department of Labor and Industry. The Boiler and Pressure Vessel Safety Division was established as part of the Department in 1973.

The law was again modified by the General Assembly and a ten-member Advisory Boiler Commission was appointed in 1973. The Commissioner presented a final draft of rules and regulations to the Virginia Safety and Health Codes Commission on April 2, 1974. These rules and regulations became effective July 1, 1974.

The Division of Boiler and Pressure Vessel Safety enforces the provisions of the Boiler and Pressure Vessel Safety Act as set forth in Chapter 3.1 of Title 40.1 of the Virginia Code and the Rules and Regulations Governing Manufacture, Storage, Handling, Use and Sale of Explosives. The Division's primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels and the manufacture, storage, handling, use and sale of explosives. Frequency and types of boiler and pressure vessel inspections are specified by law, and records are kept on the number of violations noted, occurrences and nature of accidents, and other specified activities of the Division.

The Division of Boiler and Pressure Vessel Safety is headed by a Chief Inspector who must hold a Certificate of Competency and a National Board of Boiler and Pressure Vessel Inspectors Commission as a boiler inspector. All boiler inspectors with Division also must possess a National Board Commission.

Inspections of the more than 65,000 boiler and pressure vessels are made by the Division, insurance companies registered in Virginia to write boiler and pressure vessel insurance, political sub-divisions of the state and owners/users who qualify and obtain Virginia commissions from the Department of Labor and Industry for their inspection personnel.

In 1986 the General Assembly approved legislation increasing the fees charged and collected for inspecting boiler and pressure vessels. This was the first increase in the fees since 1976. The increase was necessitated by the operating deficit resulting from the Division's 1985 designation by the General Assembly as a general fund program.

In 1987 the Division began the process of reviewing and drafting proposed revisions to the Boiler and Pressure Vessel Rules and Regulations and the Rules and Regulations Governing Explosives which are a part of the Department's Regulatory Review package to be submitted to the Governor's Office in January of 1988.

ANALYSIS OF ACTIVITIES OF THE
BOILER AND PRESSURE SAFETY DIVISION

Comparison: 1986 and 1987

ITEM	1986	1987
Total Active Objects Registered	64,245	67,854
Certificates Issued	26,430	23,376
Violations Reported	666[1]	775[1]
Compliances	564[1]	652[1]
Quality Control Reviews	23	18
Nuclear Surveys	0	1
Special Inspections	0	2
Occurrences	9	15
Injuries	23	4
Fatalities	3	1
Inspector's Examinations	3	4
Applicants Taking Exam	10	28
Applicants Passing Exam	7	19
Commissioned Inspectors	238	257
Explosive Permits Issued		
Store & Use - Class I Magazine	409	323
Store & Use - Class II Magazine	604	491
Small User's	345	330
Special Use	5	2
Sell Retail	28	21
Sell Wholesale	2	2
Sell Wholesale & Retail	17	15
Manufacture & Sell	6	7

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1 Statistical Variation Due To Carry Over From Previous Year(s)

DIVISION OF PLANNING, RESEARCH, AND POLICY ANALYSIS

1987 brought about further changes in the duties of this Division. The Survey of Manufactures was transferred to the Virginia Employment Commission. Effective July 1, the General Assembly assigned staff responsibility for the Migrant and Seasonal Farmworkers Board to the Department and this Division. In addition to staffing the Board, the Division continues collecting, compiling, and analyzing research and statistical data for the Department. Among the data/statistics prepared by this Division are the Survey of Retail Food Prices, Annual Survey of Occupational Injuries and Illnesses, and the Supplementary Data Survey of Worker's Compensation Cases.

A highlight of 1987 was the establishment of an outreach program designed to increase employer-employee understanding of the Federal recordkeeping requirements on occupational injuries and illnesses. Seminars were held for groups that included private businesses, labor, and professional associations.

The Division also develops and issues planning guidance; coordinates the development of Executive Agreements, Memoranda of Understanding/Agreements; and rules, regulations, and standards for all Department programs. This Division serves as liaison for the Department to the Virginia General Assembly, prepares its legislative package, monitors all legislation, and analyzes legislation which impacts the Department.

This Division has been part of the Department since its creation in 1898 as the Bureau of Labor and Industrial Statistics. It continues to provide planning services, statistical research, and evaluation of existing programs and policies.

MIGRANT AND SEASONAL FARMWORKERS BOARD

The Migrant and Seasonal Farmworkers Board is composed of representatives of grower communities, migrant and seasonal farmworkers, government, public and private agencies, and interest groups. The fifteen members serve as an advisory body to the Governor, General Assembly, and service deliveries.

The Board provides coordination and evaluation of state and federal services and other governmental, public and private agency services to migrant and seasonal farmworkers in the Commonwealth. The Board also identifies and evaluates the needs of migrant and seasonal farmworkers and the needs of employers of these workers and studies problems of the target population, provides background information, and recommends options. This advisory board works to encourage and foster the development of area migrant and seasonal farmworkers councils.

OCCUPATIONAL INJURIES AND ILLNESSES
VIRGINIA - 1986

Among the activities of the Division of Planning, Research, and Policy Analysis is preparation of the Annual Survey of Occupational Injuries and Illnesses. In 1986 the incidence rate of private-sector Virginia workplace injuries and illnesses increased to 7.6 from 7.3 in 1985 per 100 full-time workers. The comparable national rate in both 1985 and 1986 was 7.9. The Virginia estimates reflect the experience of over two million workers in the private sector of the Virginia economy covered by the Occupational Safety and Health Act of 1970, in addition to workers in mines and on railroads covered by other Federal legislation.

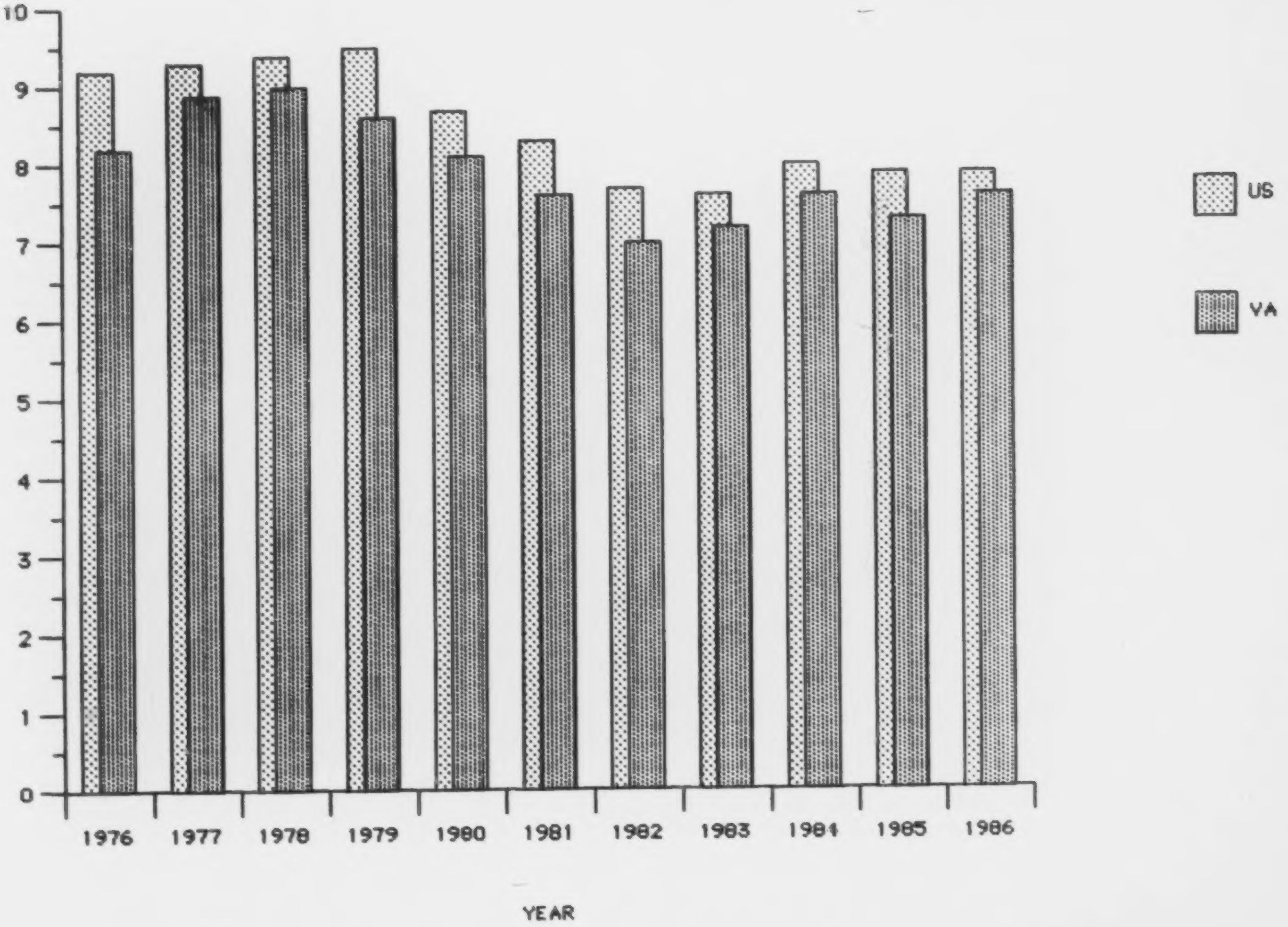
Pushing up the 1986 overall Virginia rate were increases in the total-case rates for each of the four goods-producing industry divisions (agriculture, forestry, and fishing; mining; construction; and manufacturing). Despite well-rounded employment gains that often result in incidence-rate increases, the service-producing sector reported no change in its overall total-case incidence rate. Each of the five component industry divisions had a total-case incidence rate level below its national counterpart. These industry divisions are transportation and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services.

Goods-producing industries, as a whole, with 30.7 percent of the private sector workforce, had a combined 1986 total-case incidence rate of 11.4 per 100 full-time workers, 50 percent greater than the 7.6 for the total private sector and more than twice the 5.5 collective rate of the service-producing sector. Of the goods-producers, the construction industry at 15.9 experienced an incidence rate almost eight times higher than the 2.0 rate for finance, insurance, and real estate, perennially the safest of the industry divisions in the service-producing sector.

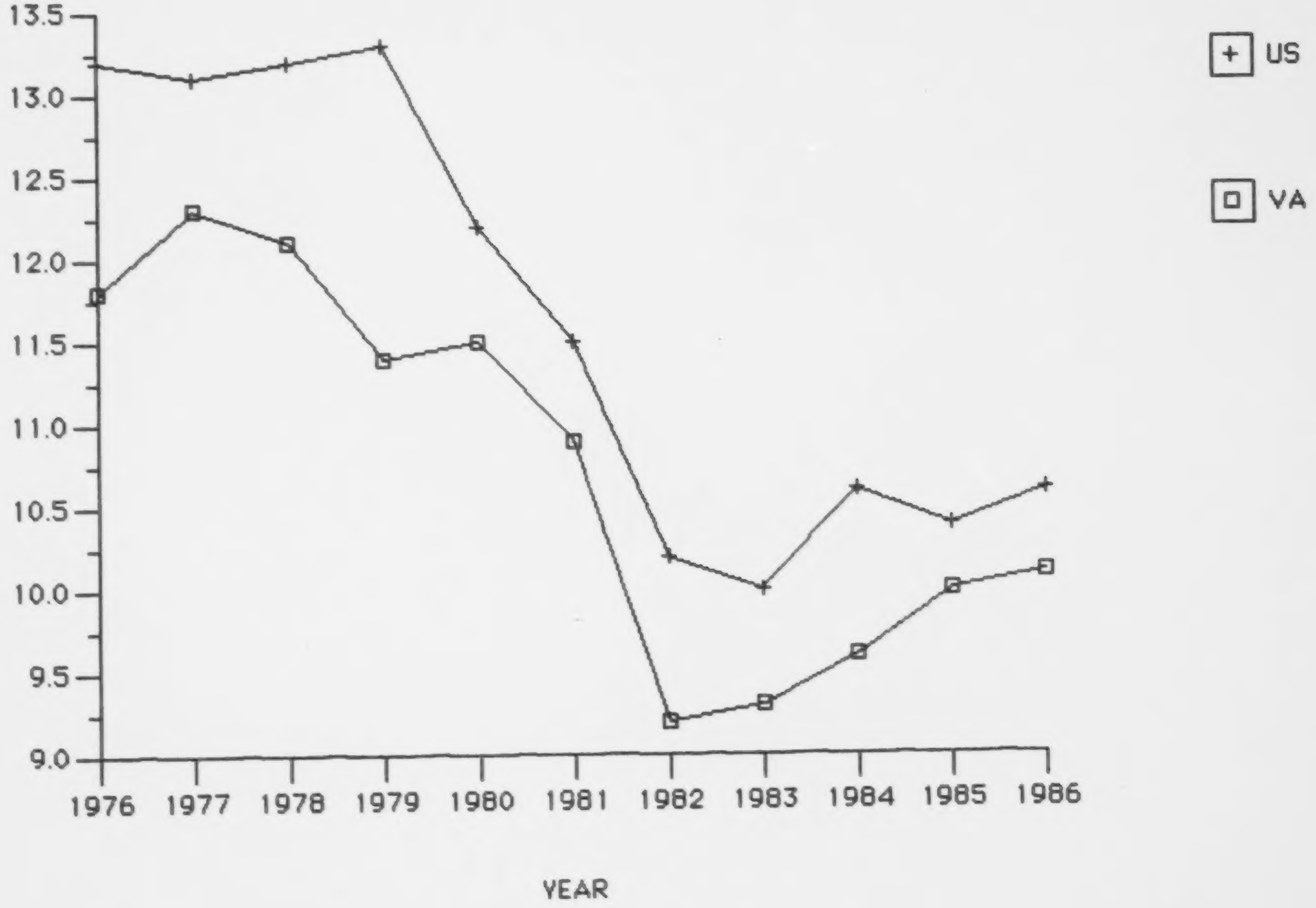
Of the three major groups within construction, special trade contractors experienced an incidence rate of 16.7, higher than that of general contractors. General building contractors in 1986 had a rate of 15.2, surpassing the rate of 14.4 for heavy construction contractors. The construction industry as a whole accounted for most of the increase in the overall incidence rate of the goods-producing industries, and in turn was the cause of the overall 0.3 increase for the Commonwealth. The construction industry incidence rate exceeded twice the private-sector rate.

The following charts illustrate the trends in incidence rates in manufacturing, construction, and the service - producing sector.

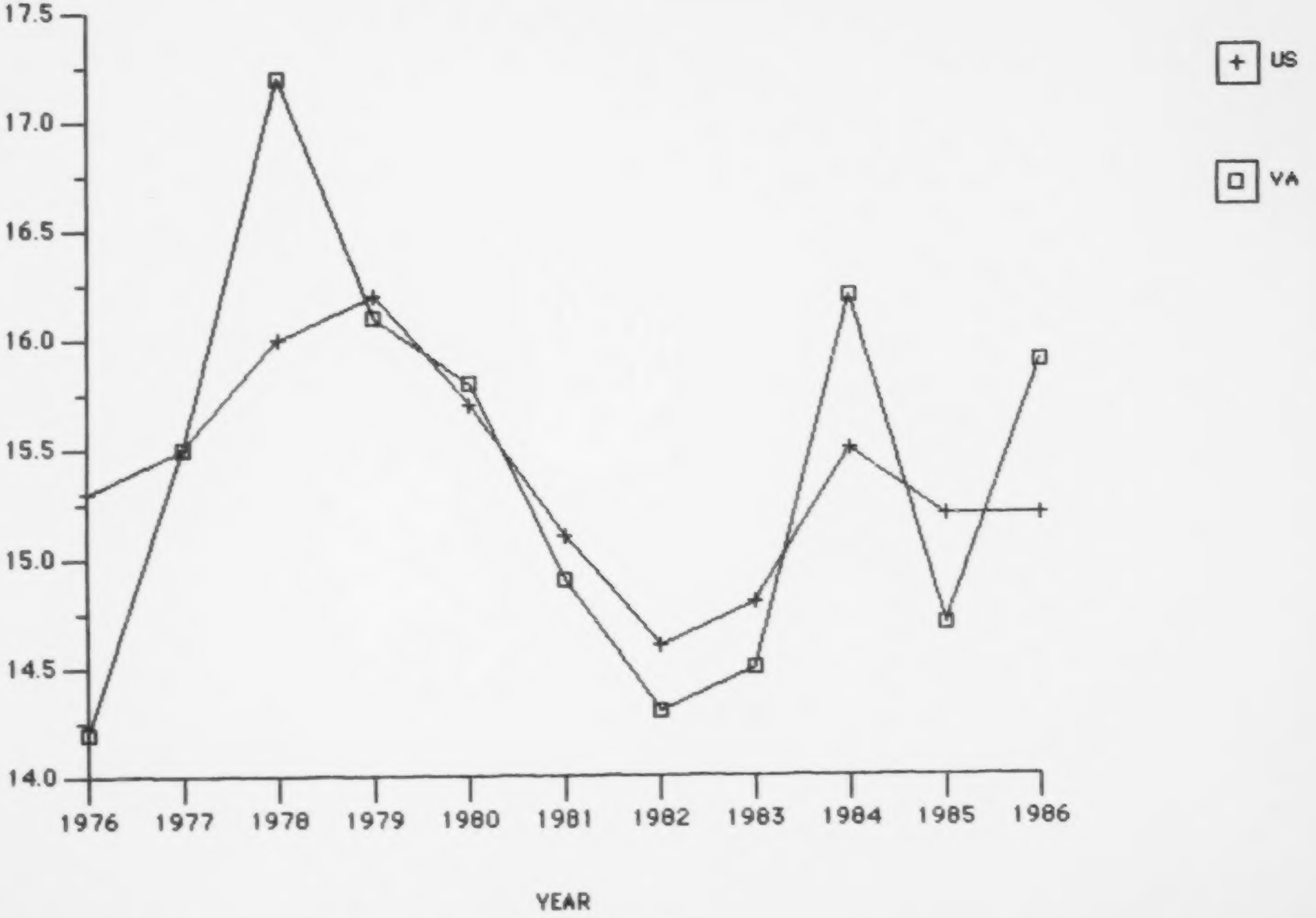
PRIVATE-SECTOR OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1976 - 1986



MANUFACTURING OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1976 - 1986



CONSTRUCTION OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1976 - 1986



SDS SUPPLEMENTARY DATA SYSTEMS (SDS, 1986)

Accounting for 30.2 percent of the 1986 Virginia total, up from 29.6 in 1985, overexertion was the most frequently occurring type of accident or exposure resulting in indemnity compensation for lost wages. This finding is from the Supplementary Data System, a State/Federal cooperative program producing a file of occupational injury and illness data from state workers' compensation records. Generally, cases classified as non-impact, such as overexertion cases, are relatively more common in the service-producing sector. Cases involving impact are comparatively more prevalent in the goods-producing sector. For example, injured employees engaged in wholesale trade are most likely to have overexerted themselves (36.6 percent). Disabled farming, forestry, and fishing workers, most at risk of having been struck by an object (42.0 percent), are least likely to have overexerted themselves (17.0 percent).

PERCENT DISTRIBUTIONS OF REPORTED WORKERS' COMPENSATION CASES OCCURRING IN 1986, 1/ BY ACCIDENT TYPE, INDUSTRY GROUP, AND OCCUPATION OF WORKER, VIRGINIA

INDUSTRY GROUP[2] OR OCCUPATION[3]	ACCIDENT TYPE							
	Total[4]	Overexertion	Struck by object[5]	Fall	Bodily reaction	Caught in[6]	Highway motor vehicle	Other
Total -- Private and Nonfederal public sectors	100.0	30.2	25.0	19.7	8.5	4.9	4.5	7.2
Private sector	100.0	30.0	25.9	19.5	8.0	5.3	4.0	7.2
Agriculture, forestry, and fishing	100.0	19.6	32.7	23.5	5.0	9.2	3.1	7.0
Mining	100.0	27.0	36.9	8.4	6.0	5.5	1.2	15.1
Construction	100.0	25.0	26.8	26.7	7.7	3.3	3.4	7.1
Manufacturing	100.0	32.0	28.5	13.7	7.6	10.3	1.7	6.2
Durable goods	100.0	29.5	35.2	11.6	6.3	10.4	1.8	5.2
Nondurable goods	100.0	34.6	21.7	15.9	8.9	10.2	1.6	7.1
Transportation and public utilities	100.0	31.5	18.7	16.6	12.0	3.0	13.3	5.0
Wholesale trade	100.0	36.6	20.4	15.2	8.8	6.2	6.9	5.8
Retail trade	100.0	29.4	27.0	22.2	7.3	2.6	3.2	8.3
Finance, insurance, and real estate	100.0	29.5	16.5	29.5	7.5	1.5	9.5	6.0
Services	100.0	35.1	20.4	21.4	9.0	3.2	4.1	6.8
State and local government	100.0	31.2	18.8	21.0	11.6	1.8	8.0	7.6
State government	100.0	32.6	20.7	23.6	11.3	1.2	3.6	7.0
Local government	100.0	30.3	17.5	19.2	11.8	2.2	10.9	8.0
Total -- Private sector	100.0	30.0	25.9	19.5	8.0	5.3	4.0	7.2
Executives, administration, and manager	100.0	30.6	16.6	21.9	9.1	3.0	7.5	11.3
Professional and technical	100.0	36.3	17.2	22.5	10.3	3.1	4.4	6.2
Sales	100.0	36.2	20.9	24.6	7.8	1.3	4.3	4.8
Administrative support, including clerical	100.0	35.0	12.5	27.7	13.4	4.1	4.4	2.9
Services	100.0	30.0	21.9	25.9	8.7	2.1	1.5	9.9
Farming, forestry, and fishing	100.0	17.0	42.0	21.0	4.5	6.8	1.7	6.8
Precision production and craft	100.0	27.5	29.1	20.1	8.6	4.1	2.1	8.4
Operators, fabricators, and inspectors	100.0	33.0	29.8	11.3	7.1	11.8	0.5	6.4
Transportation and material moving	100.0	29.2	16.2	17.8	9.8	3.5	16.7	6.7
Handlers, helpers and laborers	100.0	30.9	30.0	18.4	6.0	7.0	2.1	5.7

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[1] The 13,551 Supplementary Data System (SDS) cases occurring in 1986 were almost a one-half sample of cases established by the Industrial Commission of Virginia that met the reporting requirements of The Virginia Workers' Compensation Act, i.e., cases which received any indemnity compensation or medical payments of $500 or more. Indemnity compensation is awarded after the eighth calendar day of disability.

[2] From the 1972 Standard Industrial Classification Manual.

[3] From the 1980 Census of Population Classified Index of Industries and Occupations.

[4] Because of rounding, data may not add to 100.0.

[5] Struck by object includes struck against.

[6] Caught in includes caught between and caught under.

OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES BY INDUSTRY, VIRGINIA, 1980-1986
INCIDENCE RATES PER 100 FULL-TIME WORKERS 2/

INDUSTRY AND TYPE OF CASE 1/	1980	1981	1982	1983	1984	1985	1986
TOTAL							
Total Cases	8.1	7.6	7.0	7.2	7.6	7.6	7.8
Lost Workday Cases	3.9	3.6	3.3	3.3	3.5	3.5	3.6
Nonfatal Cases Without Lost Workdays	4.2	4.0	3.7	3.8	4.1	4.1	4.2
Lost Workdays	59.2	62.7	51.2	51.8	53.3	53.0	55.2
PRIVATE SECTOR							
Total Cases	8.1	7.6	6.8	7.0	7.6	7.3	7.6
Lost Workday Cases	3.9	3.6	3.2	3.2	3.5	3.4	3.5
Nonfatal Cases Without Lost Workdays	4.2	4.0	3.6	3.8	4.1	4.0	4.1
Lost Workdays	60.3	64.4	50.9	51.2	53.0	52.6	54.8
AGRICULTURE, FORESTRY, AND FISHING 3/							
Total Cases	7.2	7.8	8.4	9.9	8.9	8.9	9.1
Lost Workday Cases	4.0	4.0	4.6	5.7	4.2	5.0	4.6
Nonfatal Cases Without Lost Workdays	3.2	3.7	3.8	4.2	4.6	3.8	4.5
Lost Workdays	64.0	58.1	63.1	91.5	59.0	81.7	75.4
MINING							
Total Cases	12.3	10.2	8.5	7.9	7.0	5.9	7.8
Lost Workday Cases	10.1	8.2	7.0	6.5	5.6	4.8	6.1
Nonfatal Cases Without Lost Workdays	2.1	1.9	1.4	1.3	1.4	1.1	1.7
Lost Workdays	265.9	203.0	179.9	208.9	160.5	229.7	159.7
CONSTRUCTION							
Total Cases	15.8	14.9	14.3	14.5	16.2	14.7	15.9
Lost Workday Cases	7.2	6.5	6.3	6.6	7.4	7.0	7.3
Nonfatal Cases Without Lost Workdays	8.6	8.3	8.0	7.9	8.7	7.7	8.6
Lost Workdays	129.4	118.0	113.9	116.0	131.9	126.1	117.0
General Building Contractors:							
Total Cases	14.9	13.1	12.4	14.2	14.9	14.0	15.2
Lost Workday Cases	6.2	5.5	5.1	6.2	6.0	6.5	6.8
Nonfatal Cases Without Lost Workdays	8.7	7.6	7.3	8.0	8.9	7.5	8.4
Lost Workdays	130.0	120.0	106.0	110.3	116.8	114.1	96.8
Heavy Construction Contractors:							
Total Cases	17.1	16.3	16.4	13.0	15.9	15.4	14.4
Lost Workday Cases	7.3	7.2	7.2	5.9	8.0	7.7	6.6
Nonfatal Cases Without Lost Workdays	9.8	9.0	9.2	7.1	7.9	7.8	7.7
Lost Workdays	129.5	122.0	125.9	131.5	141.2	130.6	111.2
Special Trade Contractors:							
Total Cases	15.7	15.2	14.3	15.1	16.7	14.9	16.7
Lost Workday Cases	7.7	6.7	6.6	7.0	7.8	7.2	7.8
Nonfatal Cases Without Lost Workdays	8.0	8.4	7.7	8.1	9.0	7.7	8.9
Lost Workdays	129.0	115.2	113.1	112.7	135.3	130.7	128.7
MANUFACTURING							
Total Cases	11.5	10.9	9.2	9.3	9.6	10.0	10.1
Lost Workday Cases	5.1	4.8	3.8	3.8	4.1	4.0	4.3
Nonfatal Cases Without Lost Workdays	6.4	6.0	5.4	5.4	5.5	5.9	5.8
Lost Workdays	75.5	72.8	61.1	58.6	62.4	65.0	64.9
Durable Goods:							
Total Cases	13.4	13.1	11.3	11.4	11.6	12.4	11.6
Lost Workday Cases	5.9	5.8	4.6	4.4	4.8	4.7	4.8
Nonfatal Cases Without Lost Workdays	7.5	7.3	6.7	7.0	6.7	7.7	6.8
Lost Workdays	90.5	86.5	75.1	67.5	72.6	76.7	72.3
Lumber and Wood Products:							
Total Cases	14.6	14.4	13.5	15.5	15.6	15.2	16.3
Lost Workday Cases	6.8	7.1	6.3	7.3	7.9	7.7	8.9
Nonfatal Cases Without Lost Workdays	7.7	7.3	7.2	8.1	7.6	7.5	7.4
Lost Workdays	116.1	112.5	118.5	104.7	115.1	128.6	117.4
Furniture and Fixtures:							
Total Cases	12.2	10.6	8.2	8.4	9.0	10.1	9.8
Lost Workday Cases	4.7	4.1	3.0	2.9	2.9	3.5	3.9
Nonfatal Cases Without Lost Workdays	7.5	6.5	5.2	5.5	6.1	6.6	5.9
Lost Workdays	64.1	58.8	43.3	41.3	36.1	53.7	53.7
Stone, Clay, and Glass Products:							
Total Cases	15.2	13.3	13.8	16.0	16.5	17.3	16.8
Lost Workday Cases	7.7	6.1	7.0	7.8	8.2	9.1	8.0
Nonfatal Cases Without Lost Workdays	7.5	7.2	6.8	8.2	8.3	8.2	8.8
Lost Workdays	139.1	104.2	103.8	103.1	120.1	100.3	134.7
Primary Metal Industries:							
Total Cases	13.0	12.5	9.8	9.9	10.4	11.0	8.5
Lost Workday Cases	6.1	6.3	4.8	4.6	5.3	5.7	4.3
Nonfatal Cases Without Lost Workdays	6.9	6.2	5.0	5.2	5.1	5.3	4.2
Lost Workdays	113.5	101.8	57.2	77.1	91.3	71.7	66.2
Fabricated Metal Products:							
Total Cases	16.5	15.7	13.5	14.6	14.4	19.4	15.4
Lost Workday Cases	7.7	7.0	6.1	5.7	6.1	7.3	5.4
Nonfatal Cases Without Lost Workdays	8.8	8.7	7.4	8.9	8.3	12.1	10.0
Lost Workdays	91.1	94.1	103.3	97.7	53.2	96.8	68.2

OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES BY INDUSTRY, VIRGINIA, 1980-1986 (continued)
INCIDENCE RATES PER 100 FULL-TIME WORKERS 2/

INDUSTRY AND TYPE OF CASE 1/	1980	1981	1982	1983	1984	1985	1986
TOTAL							
Machinery, Except Electrical:							
Total Cases	14.4	16.4	11.1	12.1	11.4	10.4	11.6
Lost Workday Cases	6.4	6.2	4.2	4.5	5.2	3.9	4.6
Nonfatal Cases Without Lost Workdays	8.0	10.3	6.9	7.6	6.2	6.5	7.0
Lost Workdays	71.6	67.9	50.5	63.7	84.5	57.6	67.9
Electric and Electronic Equipment:							
Total Cases	5.7	5.9	5.8	4.1	4.3	4.1	3.6
Lost Workday Cases	2.5	2.2	2.3	1.5	1.6	1.5	1.3
Nonfatal Cases Without Lost Workdays	3.2	3.8	3.5	2.6	2.7	2.6	2.3
Lost Workdays	28.1	35.5	34.7	23.2	29.6	21.6	18.1
Nondurable Goods:							
Total Cases	9.6	8.7	7.4	7.4	7.9	7.5	8.6
Lost Workday Cases	4.4	3.9	3.2	3.3	3.5	3.3	3.7
Nonfatal Cases Without Lost Workdays	5.2	4.8	4.2	4.1	4.4	4.2	4.8
Lost Workdays	62.0	59.5	49.1	50.8	52.9	53.9	58.0
Food and Kindred Products:							
Total Cases	15.6	14.3	13.3	12.6	13.2	13.4	12.6
Lost Workday Cases	8.3	6.8	6.5	6.2	6.1	6.7	6.1
Nonfatal Cases Without Lost Workdays	7.3	7.4	6.8	6.4	7.1	6.7	6.5
Lost Workdays	116.5	106.9	106.9	99.4	94.6	98.5	82.1
Textile Mill Products:							
Total Cases	7.8	7.3	6.0	7.3	7.4	7.1	8.5
Lost Workday Cases	3.0	2.9	2.3	2.8	3.0	3.1	4.0
Nonfatal Cases Without Lost Workdays	4.8	4.4	3.7	4.5	4.4	4.0	4.5
Lost Workdays	40.8	42.6	33.3	39.5	41.8	49.2	59.6
Apparel and Other Textile Products:							
Total Cases	6.8	7.2	6.5	6.5	6.8	7.4	6.9
Lost Workday Cases	2.2	2.4	1.9	2.5	2.6	2.5	2.9
Nonfatal Cases Without Lost Workdays	4.6	4.8	4.6	4.0	4.2	4.9	3.9
Lost Workdays	32.2	31.3	27.4	36.9	37.1	41.3	45.0
Paper and Allied Products:							
Total Cases	10.5	9.8	8.7	7.5	8.9	6.5	9.5
Lost Workday Cases	3.9	4.3	3.5	3.2	4.0	2.4	3.4
Nonfatal Cases Without Lost Workdays	6.6	5.5	5.2	4.3	4.8	4.2	6.1
Lost Workdays	52.1	72.1	55.0	60.8	69.5	55.1	71.4
Printing and Publishing:							
Total Cases	8.3	7.5	7.7	6.9	8.3	6.7	7.7
Lost Workday Cases	3.9	3.2	2.9	2.8	3.3	2.7	3.4
Nonfatal Cases Without Lost Workdays	4.4	4.3	4.8	4.1	4.9	4.0	4.3
Lost Workdays	44.4	33.2	37.4	42.9	38.5	34.3	41.3
Chemicals and Allied Products:							
Total Cases	4.0	3.4	2.6	2.5	2.5	2.6	5.4
Lost Workday Cases	1.6	1.4	.9	.8	1.0	1.0	2.0
Nonfatal Cases Without Lost Workdays	2.4	2.0	1.7	1.7	1.5	1.6	3.4
Lost Workdays	30.8	26.7	15.3	10.9	20.4	15.8	33.0
Rubber and Misc. Plastics Products:							
Total Cases	18.7	11.8	9.7	10.5	10.7	9.1	12.8
Lost Workday Cases	9.2	6.5	4.6	5.5	4.8	4.1	4.8
Nonfatal Cases Without Lost Workdays	9.5	5.3	5.1	4.9	5.9	5.1	8.1
Lost Workdays	141.0	104.3	76.8	84.7	68.0	75.0	83.3
TRANSPORTATION AND PUBLIC UTILITIES							
Total Cases	8.2	7.2	6.9	8.9	7.6	7.0	6.4
Lost Workday Cases	5.0	4.3	3.9	4.1	4.1	4.0	3.8
Nonfatal Cases Without Lost Workdays	3.2	2.9	3.0	3.0	3.5	3.0	2.6
Lost Workdays	95.5	90.1	77.0	83.4	88.3	76.7	74.0
TRADE							
Total Cases	6.9	6.9	6.4	6.8	7.0	7.5	7.6
Lost Workday Cases	3.1	3.1	3.0	3.0	3.1	3.3	3.4
Nonfatal Cases Without Lost Workdays	3.8	3.8	3.4	3.8	3.9	4.2	4.2
Lost Workdays	46.5	63.2	40.1	42.7	40.1	42.9	43.3
WHOLESALE TRADE							
Total Cases	7.4	7.0	6.4	6.2	6.9	6.2	7.0
Lost Workday Cases	3.8	3.5	3.5	3.1	3.7	3.0	3.8
Nonfatal Cases Without Lost Workdays	3.6	3.5	2.9	3.1	3.2	3.2	3.2
Lost Workdays	44.7	62.4	43.2	41.8	49.4	37.1	57.2
RETAIL TRADE							
Total Cases	6.6	6.8	6.4	7.0	7.0	8.0	7.7
Lost Workday Cases	2.8	3.0	2.8	2.9	2.9	3.4	3.2
Nonfatal Cases Without Lost Workdays	3.8	3.8	3.6	4.1	4.1	4.6	4.5
Lost Workdays	47.1	63.5	39.0	43.1	36.8	45.0	38.6

OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES BY INDUSTRY, VIRGINIA, 1980-1986 (continued)
INCIDENCE RATES PER 100 FULL-TIME WORKERS 2/

INDUSTRY AND TYPE OF CASE 1/	1980	1981	1982	1983	1984	1985	1986
TOTAL							
FINANCE, INSURANCE, AND REAL ESTATE							
Total Cases	2.7	1.9	1.9	2.3	2.1	1.5	2.0
Lost Workday Cases	1.5	1.1	.7	1.1	.8	.7	1.1
Nonfatal Cases Without Lost Workdays	1.2	.8	1.2	1.2	1.3	.8	.9
Lost Workdays	13.8	32.7	8.7	17.9	14.3	5.8	20.3
SERVICES							
Total Cases	3.5	3.8	3.8	3.8	4.4	3.8	4.2
Lost Workday Cases	1.8	1.8	2.0	1.9	2.1	2.0	2.0
Nonfatal Cases Without Lost Workdays	1.7	1.9	1.8	1.9	2.3	1.9	2.2
Lost Workdays	21.1	32.1	31.2	25.0	27.4	24.0	35.4
STATE AND LOCAL GOVERNMENT							
Total Cases	8.4	7.9	8.0	8.2	8.5	9.3	9.4
Lost Workday Cases	4.0	3.9	4.1	4.1	4.4	4.6	4.5
Nonfatal Cases Without Lost Workdays	4.4	4.0	3.9	4.1	4.1	4.6	4.9
Lost Workdays	53.9	53.1	53.0	55.2	54.9	55.6	57.9
State Government:							
Total Cases	7.6	8.4	7.6	7.8	8.0	9.1	8.6
Lost Workday Cases	3.1	3.9	3.7	3.9	4.0	4.7	4.4
Nonfatal Cases Without Lost Workdays	4.5	4.5	3.9	3.9	4.0	4.4	4.2
Lost Workdays	48.7	60.9	54.5	62.9	61.0	69.5	70.5
Local Government:							
Total Cases	8.8	7.8	8.2	8.4	8.8	9.4	9.8
Lost Workday Cases	4.5	4.0	4.3	4.2	4.6	4.6	4.6
Nonfatal Cases Without Lost Workdays	4.3	3.8	3.9	4.2	4.2	4.8	5.3
Lost Workdays	56.4	49.2	52.2	50.8	51.4	48.2	51.4
GOODS-PRODUCING, NONAGRICULTURAL PRIVATE-SECTOR 4/							
Total Cases	12.4	11.6	10.1	10.2	11.1	11.0	11.5
Lost Workday Cases	5.7	5.2	4.4	4.4	4.9	4.8	5.1
Nonfatal Cases Without Lost Workdays	6.6	6.3	5.7	5.8	6.1	6.2	6.4
Lost Workdays	94.2	86.6	74.9	74.4	80.5	84.7	81.3
SERVICE-PRODUCING, NONAGRICULTURAL PRIVATE-SECTOR 4/							
Total Cases	5.4	5.3	5.1	5.2	5.6	5.5	5.5
Lost Workday Cases	2.7	2.6	2.5	2.5	2.6	2.6	2.7
Nonfatal Cases Without Lost Workdays	2.7	2.7	2.6	2.7	3.0	2.8	2.9
Lost Workdays	40.0	51.9	38.1	38.2	38.1	35.8	41.3

1/ Total cases include fatalities. Because of rounding, the difference between the total rate and the sum of the rates for lost workday cases and nonfatal cases without lost workdays does not reflect the fatality rate.

2/ The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as:

(N/EH) x 200,000, where:
N = number of injuries and illnesses or lost workdays
EH = total hours worked by all employees during calendar year
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

3/ Excludes farms with fewer than 11 employees since 1976.

4/ The nonagricultural private-sector goods-producing industry classification includes three industry divisions -- mining, construction, and manufacturing. The nonagricultural private-sector service-producing industry classification includes the industry divisions transportation and public utilities; trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate data that are not available.
SOURCE: The Virginia Department of Labor and Industry in cooperation with the U. S. Department of Labor, Bureau of Labor Statistics.

Estimated Number of Occupational Injuries and Illnesses, Lost Workdays, and Average Lost Workdays Per Lost Workday Case

By Industry Group, Virginia, 1985 and 1986

Industry Group	Total Cases 1/ (in thousands)		Lost Workday Cases (in thousands)		Nonfatal Cases Without Lost Workdays 2/ (in thousands)		Lost Workdays (in thousands)		Average Lost Workdays Per Lost Workday Case	
	1985	1986	1985	1986	1985	1986	1985	1986	1985	1986
Total 3/ , 4/	147.1	157.3	68.3	73.1	78.6	84.1	1025.4	1111.9	15	15
Private Sector 3/	121.9	131.3	55.8	60.6	65.9	70.6	873.8	952.1	16	16
Agriculture, Forestry, and Fishing 5/	1.2	1.3	0.7	0.7	0.5	0.7	11.1	11.0	16	16
Goods-Producing, Nonagricultural Private-Sector	61.3	66.1	26.6	29.3	34.6	36.7	473.8	467.3	18	16
Mining, 6/	1.0	1.3	0.8	1.0	0.2	0.3	38.6	26.9	48	26
Construction	19.8	23.9	9.5	11.0	10.3	12.8	169.5	175.7	18	16
Manufacturing	40.5	40.9	16.3	17.3	24.1	23.6	265.7	264.7	16	15
Durable goods	25.0	23.0	9.5	9.5	15.4	13.5	154.1	144.1	16	15
Nondurable goods	15.5	17.9	6.8	7.8	8.7	10.1	111.6	120.6	16	16
Service-Producing, Nonagricultural Private-Sector	59.3	63.9	28.5	30.6	30.8	33.3	388.9	473.7	14	16
Transportation and Public Utilities, 6/	8.6	8.1	4.9	4.9	3.7	3.3	94.7	94.1	19	19
Wholesale and Retail Trade	32.8	34.1	14.4	15.3	18.4	18.8	186.9	196.0	13	13
Wholesale Trade	7.1	8.0	3.4	4.3	3.6	3.7	42.0	65.3	12	15
Retail Trade	25.7	26.2	11.0	11.0	14.8	15.1	144.9	130.7	13	12
Finance, Insurance, and Real Estate	1.6	2.3	0.7	1.2	0.9	1.1	6.4	23.7	9	19
Services	16.3	19.3	8.5	9.2	7.8	10.1	100.8	160.0	12	17
Public Sector: State and Local Government, 4/	25.2	25.9	12.5	12.5	12.7	13.4	151.7	159.9	12	13

1 Includes fatalities. Because of rounding, the sum of estimated lost workday cases and cases without lost workdays may not equal total cases. Also, the difference between the total and the sum of the components shown may not reflect the fatality estimates.

2 Excludes minor injuries that involve only first aid treatment even though the treatment may have been rendered by a physician or other professional practitioner.

3 Excludes the self-employed, domestics, and employees on farms averaging fewer than 11 employees.

4 Excludes Federal government. Data for Federal agencies are collected under the Federal Agency Reporting System by the Occupational Safety and Health Administration.

5 Excludes farms averaging fewer than 11 employees.

6 Data conforming to OSHA definitions for mining and railroads (SIC 40) were provided by the Mine Safety and Health Administration, U.S. Department of Labor, and by the Federal Railroad Administration, U.S. Department of Transportation, respectively. Independent mining contractors are excluded.

RETAIL FOOD STUDY AND MARKET BASKET PROGRAM

This two-part program consists of: (1) a listing of the average prices for food items; and (2) the cost of a market basket containing a fixed quantity of items.

RETAIL FOOD STUDY

From 1950-1953, the study of retail food prices in Richmond was compiled in cooperation with the U.S. Bureau of Labor Statistics and the data was incorporated into the national and local Consumer Price Index. In July, 1953 when the City of Richmond was dropped from the National Index, the State continued the monthly collection and publication of retail food prices for the City of Richmond using the same standards and specifications that were used during the cooperative project.

Currently, the Retail Food Study and Market Basket Program includes the Richmond, Northern Virginia, Norfolk and Roanoke Metropolitan Areas. Data collection follows the United States Department Of Labor Bureau of Labor Statistics Manual incorporating any changes so that Virginia's area retail food prices may be compared with other cities that are included in the monthly National Consumer Price Index.

MARKET BASKET

The Market Basket was first published in 1953 and continues as a monthly feature of the Department of Labor and Industry. Originally, it included an estimated quantity of the basic foods normally consumed by an urban family of four during a given week each month. In 1968, the Market Basket was redesigned to measure the price change in the retail cost of a fixed quantity of foods on a month-to-month basis. It combines 40 of the 71 items priced during the same period of time each month at selected stores throughout the geographical area. The 40 commodities included are:

1 lb. Round Steak
1 lb. Bacon
1 lb. Hamburger
1 lb. Frankfurters
2 lbs. Pork Chops
2 lbs. Chicken
1 lb. Frozen Fish
1 doz. Oranges
1 lb. Apples
2 lbs. Bananas
10 lbs. Potatoes
2 lbs. Cabbage
1 head Lettuce
1 lb. Onions
1 lb. Carrots
1 stalk Celery
1 can Tuna
1 can Corn
1 can Peas
1 can Tomatoes
1 can Peaches
1 can Soup
1 pkg. Fro. Green Beans
5 cans Fro. Orange Juice
4 lbs. Flour
2 boxes Ready-To-Eat Cereal
1 box Soda Crackers
5 half gals. Milk
1 pt. Ice Cream
2 doz. Eggs
½ lb. Amer. Process Cheese
2 cans Eva. Milk
1 lb. Margarine
1 lb. Shortening
1 lb. Coffee
5 lbs. Sugar
½ lb. Peanut Butter
1 10 oz. jar Jelly
1 carton Soft Drinks
6 loaves Bread

1987 AVERAGE ANNUAL RETAIL FOOD PRICES[1]

This table of average food prices is for comparison purposes only and does not purport to analyze the economies of the survey areas.

COMMODITY AND UNIT		U.S. Average	The South[2]	Richmond[3]	Norfolk	Northern Virginia	Roanoke
Flour	5 lbs.	102.5	106.0	103.3	89.6	110.1	92.0
Crackers, soda	lb.	99.9	98.5	110.9	109.2	116.2	94.6
Round Steak	lb.	288.6	288.6	320.2	315.7	336.2	291.3
Rib Roast	lb.	353.9	380.7	433.1	437.6	407.2	396.1
Chuck Roast	lb.	167.8	170.6	159.8	162.2	162.8	180.6
Pork Chops	lb.	282.2	274.6	296.3	282.6	330.2	306.2
Bacon, sliced	lb.	214.1	212.8	195.6	198.3	203.0	213.0
Fryers, whole	lb.	78.5	72.1	71.6	74.8	76.4	74.7
Milk, fresh	½ gal.	105.0	110.9	125.0	129.3	108.7	131.4
Butter	lb.	217.0	220.4	226.9	218.1	227.2	217.1
Eggs, grade A large	doz.	78.2	74.8	75.4	77.2	75.1	72.7
Onions	lb.	41.8	45.1	47.4	43.6	50.0	49.2
Carrots	lb.	35.8	39.9	44.4	45.4	40.5	46.0
Tomatoes	No. 303 can	50.9	56.0	46.5	37.1	55.0	49.7
Coffee	lb.	278.5	304.2	278.0	266.5	325.0	259.2
Peanut Butter	16 oz.	180.4	175.7	213.5	203.4	220.9	196.1
Margarine	lb.	69.1	58.1	60.6	54.5	70.8	48.7
Sugar, granulated	5 lbs.	169.0	167.5	177.9	160.7	176.4	168.0

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[1] Source: Consumer Price Index Detailed Reports, January-December issues 1987, Bureau of Labor Statistics, U.S. Department of Labor.

[2] This region is comprised of Alabama, Arkansas, Oklahoma, Texas, Louisana, Mississippi, Florida, Georgia, South Carolina, North Carolina, Virginia, West Virginia, Kentucky, Tennessee, Maryland and Delaware.

[3] The figures for Norfolk, Roanoke, Richmond and Northern Virginia were compiled in monthly surveys by the Virginia Department of Labor and Industry.

THE COST OF THE MARKET BASKET

1986 - 1987

	RICHMOND		NORFOLK		NORTHERN VA.		ROANOKE	
	1986	1987	1986	1987	1986	1987	1986[1]	1987
JANUARY	$63.01	$65.16	$62.84	$64.40	$67.13	$68.04	N	$65.96
FEBRUARY	62.88	65.52	62.95	64.54	69.06	68.13	O	66.23
MARCH	62.32	65.79	62.47	64.67	67.96	66.88	T	63.75
APRIL	62.96	65.29	62.85	65.23	69.17	68.38		63.91
MAY	62.72	65.23	62.95	65.16	68.38	69.61	A	64.05
JUNE	63.64	67.04	62.66	66.70	68.96	70.28	V	66.79
JULY	64.67	67.94	64.73	66.14	70.29	70.73	A	68.21
AUGUST	66.63	66.56	66.08	65.26	72.77	68.55	I	65.54
SEPTEMBER	65.92	67.62	64.54	66.25	71.64	69.55	L	66.94
OCTOBER	65.68	66.94	64.49	65.15	70.15	68.76	A	66.41
NOVEMBER	65.19	65.62	64.70	63.40	68.63	68.42	B	66.49
DECEMBER	65.66	64.45	64.32	61.83	68.22	68.51	L	64.39
AVERAGE	64.27	66.10	63.80	64.89	69.36	68.82	E	65.72
% CHANGE		+2.8		+1.7		-0.8		n/a

AREA DEFINITIONS:

The Richmond Metropolitan Area is comprised of the city of Richmond and the counties of Henrico, Chesterfield, and Hanover.

The Norfolk Metropolitan Area is comprised of the cities of Norfolk, Portsmouth, Virginia Beach, and Chesapeake.

The Northern Virginia Metropolitan Area is comprised of the cities of Alexandria, Fairfax, and Falls Church and the counties of Arlington and Fairfax.

The Roanoke Metropolitan Area is comprised of the cities of Roanoke and Salem and the counties of Botetourt and Roanoke.

[1] Data collection initiated January, 1986.

DIVISION OF STATE LABOR LAW ADMINISTRATION

The Division of State Labor Law administers eleven state laws and has experienced a dramatic increase in its workload. The laws enforced by the Division include the state minimum wage, the payment of wages, garnishee rights, child labor, the right to work, wage discrimination based on sex, magazine subscription solicitation, and certain other provisions of state law governing polygraph tests, medical examinations, employees being prevented employment by others and employees' days of rest. On November 6, 1986, the Federal Immigration and Reform Control Act of 1986 was passed which preempted our state law governing the employment of illegal aliens. Because of this preemption, the Division no longer enforces laws pertaining to the hiring of illegal immigrants.

This Division traces its origin to the Department of Women and Children which was established contingent on state funding in 1918. In 1922 the General Assembly provided the funding for a permanent Division of Women and Children. In the beginning, this Division enforced the Child Labor Law and laws for protection of women in industry including the ten-hour workday law, the seat law, and laws providing for proper sanitary equipment.

In 1978 the name of the Division was officially changed to Division of State Labor Law Administration. Today, the Division provides employers and employees of the Commonwealth invaluable assistance in meeting the requirements of the state's labor laws. Its representatives conduct both general inspections of business establishments and complaint investigations with the primary objective of ensuring compliance with current state labor laws and redressing grievances.

NUMBER OF

COMPLAINT INVESTIGATIONS BY CLASSIFICATION

Classification	1986	1987
Payment of Wages and Establishment of Regular Pay Periods	2,993	3,265
Virginia Minimum Wage Act	18	19
Child Labor Laws of Virginia	88	83
Employment of Illegal Aliens[1]	58	0
Right-to-work Law	4	4
Preventing Employment by Others of Former Employees	5	5
Unlawful to Require Payment for Medical Examination as Condition of Employment	0	0
Employers to Allow Employees at Least One Day at Rest in Each Week	1	0
Equal Pay Irrespective of Race	0	0
Soliciting Subscription Contracts for Books, Magazines, Etc.	0	0
Maximum Portion of Disposable Earnings Subject to Garnishment	4	6
Prohibition of Use of Certain Questions on Polygraph Tests for Employment	0	0
TOTAL	3,171	3,382

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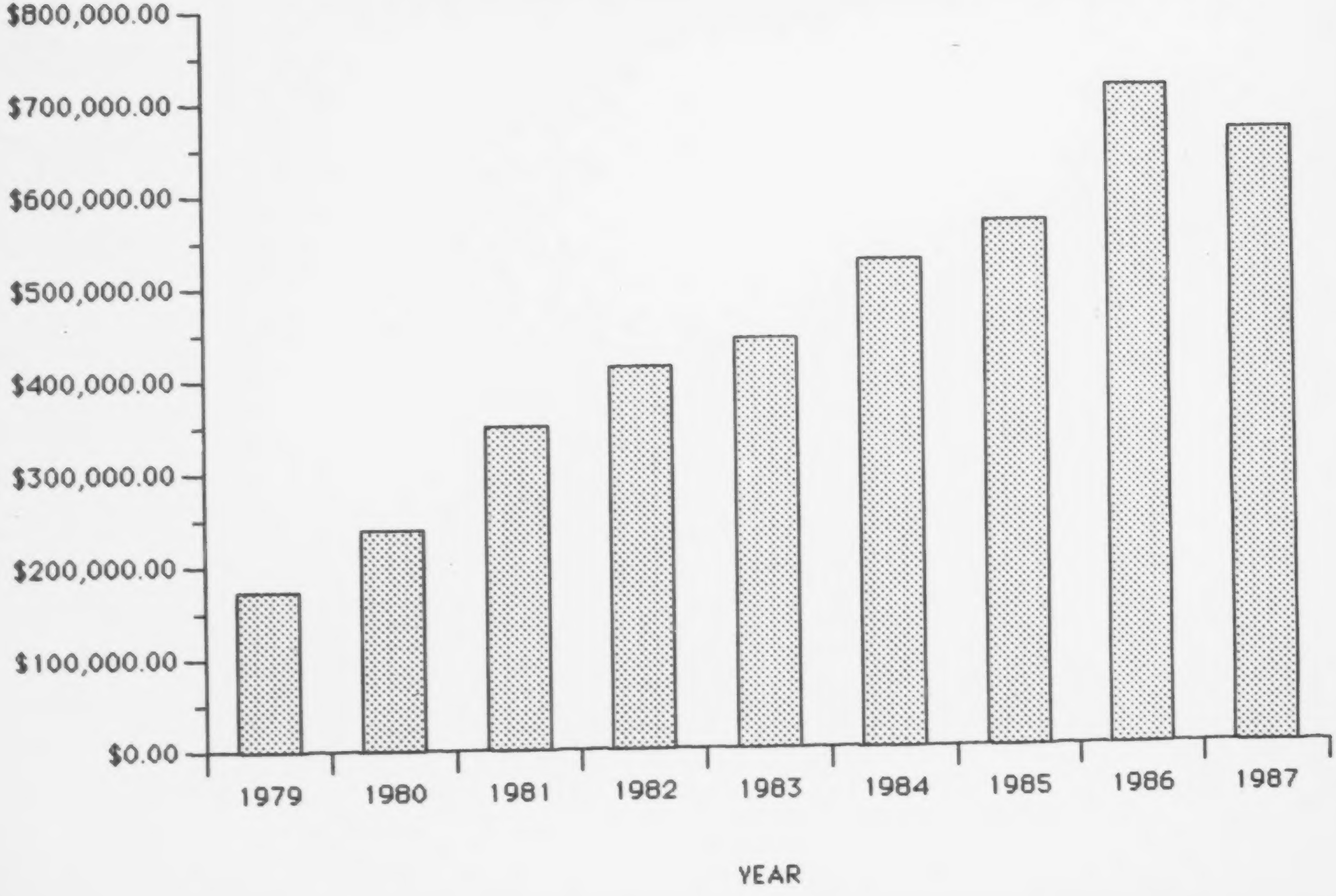
[1] Preempted by federal law on November 6,1986.

ANALYSIS OF CHILD LABOR CIVIL
MONEY PENALTIES

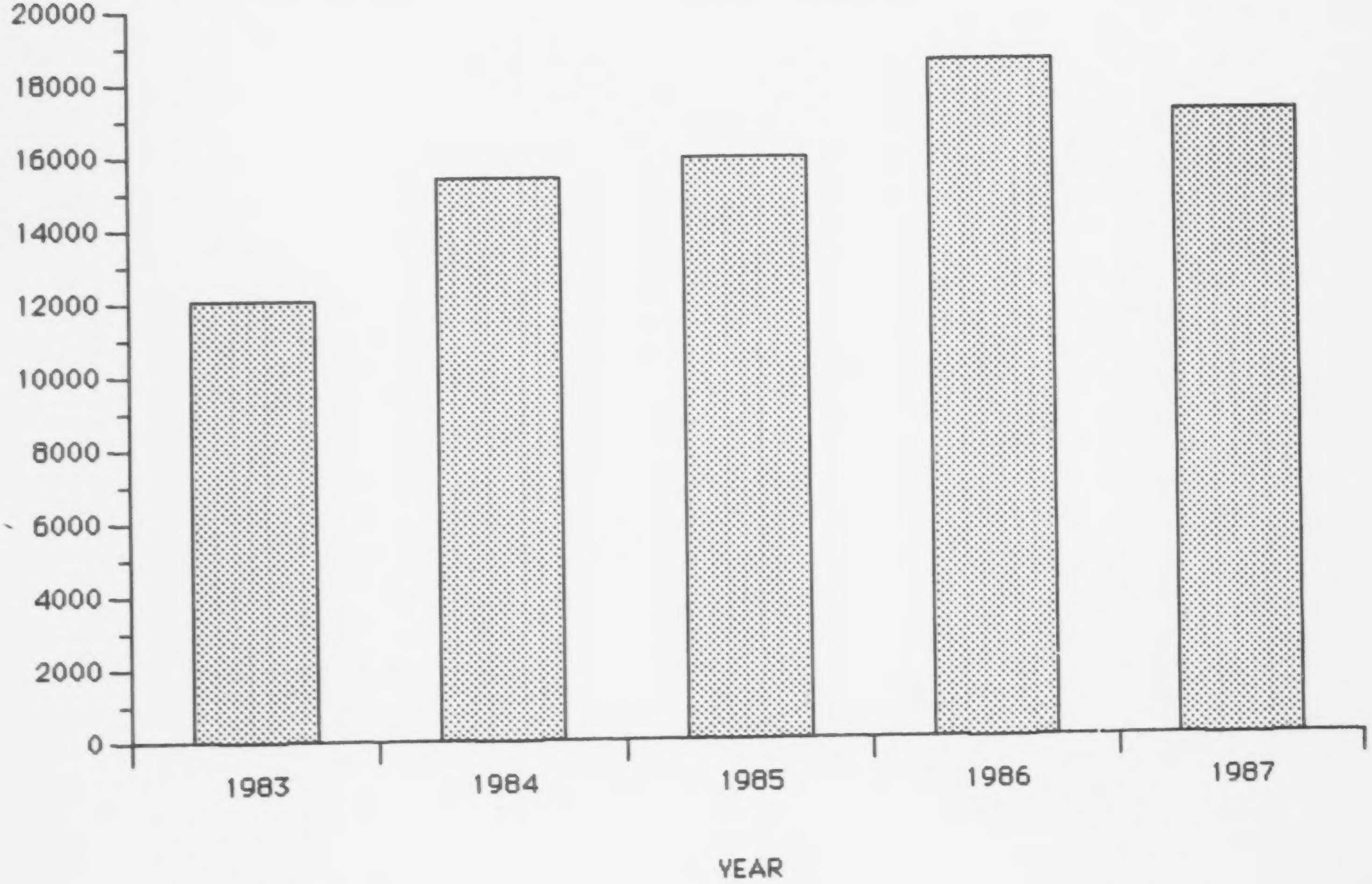
Comparison: 1986 and 1987

ITEM	1986	1987
Number of Children Involved	212	241
Types of Violations Cited:		
Working Without Employment Certificates	88	109
Failure to Keep Time Records	20	57
Employment of Children Under 14	22	8
Hazardous Employment	30	19
Working Illegal Hours	136	171
Number of Penalties Assessed Employers	97	112
Number of Employers Sent Warnings	43	63
Amount of Penalties Assessed Employers	$8,185.00	$9,525.00

WAGES COLLECTED FOR EMPLOYEES UNDER PAYMENT OF WAGE, VIRGINIA
MINIMUM WAGE AND GARNISHMENT STATUES, 1979 - 1987



EMPLOYMENT CERTIFICATES ISSUED MINORS AGES 12 TO 18
1983 - 1987



COURT CASES PROCESSED BY CLASSIFICATION

Classification	Total 1986	Total 1987
Payment of Wages and Establishment of Regular Pay Periods	309	287
Civil	297	279
Criminal	12	8
	309	287
Child Labor Laws of Virginia		
Civil	0	1
Employment of Illegal Aliens[1]		
Criminal	5	0
Civil	297	280
Criminal	17	8
GRAND TOTAL	314	288

---

[1] Preempted by federal law on November 6,1986.

COURT DISPOSITIONS ON VIOLATIONS PROCESSED

Title and Section Code of Virginia		Number of Court Cases		Convictions		Dismissals		Nonsuit[1] Nol-Pros[2]		Judgments	Awarded
		1986	1987	1986	1987	1986	1987	1986	1987	1986	1987
	Civil	297	280	0	0	82	90	9	8	206	182
	Criminal	17	8	15	2	1	4	1	2	0	0
	Total	314	288	15	2	83	94	10	10	206	182
40.1-29	Payment of Wages and Establishment of Regular Pay Periods										
	Civil	297	279	0	0	82	90	9	8	206	181
	Criminal	12	8	12	2	0	4	0	2	0	0
	Total	309	287	12	2	82	94	9	10	206	181
40.1-78 et.seq.	Child Labor Laws of Virginia	0	1	0	0	0	0	0	0	0	1
	Civil	0	1	0	0	0	0	0	0	0	1
40.1-11.1	Employment of Illegal Aliens[3]	5	0	3	0	1	0	1	0	0	0
	Criminal	5	0	3	0	1	0	1	0	0	0

---

[1] Civil
[2] Criminal
[3] Preempted by federal law on November 6, 1986

VOSH PROGRAM OVERVIEW

The Virginia Department of Labor and Industry through the Virginia Occupational Safety and Health (VOSH) Program administers and enforces the state's occupational safety and health laws. The mission of the VOSH Program is to assure safe and healthful working conditions for Virginia's workers. The Occupational Safety and Health Act of 1970 (PL 91-596) and the Code of Virginia (Title 40.1) provide the Program with the authority to conduct a comprehensive safety and health effort. Four divisions - Occupational Safety Enforcement, Occupational Health Enforcement, Voluntary Health Compliance, and Voluntary Safety Compliance make up the VOSH Program. The two primary functions of the Program are enforcement and voluntary compliance.

In December, 1987 action was taken to begin the consolidation of the two voluntary compliance divisions into one unit. The consolidation will result in better service to the public.

LEGISLATION

The General Assembly amended the Code of Virginia (Title 40.1) to provide the Department of Labor and Industry with an effective means of gaining entry into workplaces to investigate potential safety and health hazards when reasonable cause is established. This statutory change was supported by the Governor and the Secretary of Economic Development. Senator James P. Jones and Delegate C. Richard Cranwell served as chief patrons of this key piece of legislation.

REGULATIONS

The Safety and Health Codes Board promulgated several safety and health standards which provide a greater level of protection to workers. These new standards address the following issues and hazards: asbestos, hazardous waste operations, hazard communication, benzene, commercial diving, single piece and multipiece rim wheels at marine terminals, field sanitation and confined space entry procedures.

For the first time standards were established to assure that field workers are provided with adequate drinking water and toilet and handwashing facilities in the field. The Confined Space Standard provides more protection to Virginia workers than is required in most other states since there is no comparable federal standard. This is the first standard that has been promulgated by the Safety and Health Codes Board based on a recognized need rather than simply waiting for Federal OSHA to develop a standard first. It is an excellent example of how labor, industry and government leaders can work together to meet an identified need.

SPECIAL VOSH PROGRAM EFFORTS

Hazard Communication Training: The Department of Labor and Industry scheduled and conducted 77 training programs for employers regarding compliance with the Hazard Communication Standard. These regularly scheduled sessions were designed to meet the needs of employers who had been cited for violations as well as those who simply needed assistance and guidance in establishing and administering a hazard communication program.

Hazard Communication Awards Program: Four employers in Virginia were officially recognized by the Department of Labor and Industry for excellence regarding hazard communication training materials. Recognition awards were given to Union Camp for the best training manual, Georgia Pacific for the best video tape, Georgia Pacific and Philip Morris for the best brochure, and Merck for the best slide tape. This was the first time that such an effort has been undertaken by the Department. The benefits from this indicate that the approach should be used in other areas as well.

Overall Program Performance: VOSH Program performance was determined by Federal OSHA to be "as effective as" that of the federal program. The State Plan Activities Measures (SPAM) Report indicates that VOSH exceeded federal performance on the most critical performance indicators. In addition, the VOSH consultation program was rated highly in federal evaluations.

VIRGINIA SAFETY AND HEALTH CODES BOARD

An important aspect of the VOSH Program is the role of the Virginia Safety and Health Codes Board. This twelve member board, appointed by the Governor, by law is drawn from various industries and is a mix of employee/employer representatives and the general public. The Board is authorized "to adopt, alter, amend or repeal rules and regulations to further, protect and promote the safety and health of employees in places of employment." Standards adopted by the Board carry the force of law.

When federal OSHA promulgates a standard, the Commonwealth has six months to adopt and begin enforcing a comparable standard. The Safety and Health Codes Board may adopt an identical standard or amend the federal standard to better suit the needs of Virginia as long as a determination by OSHA is made that the Virginia standard is "as effective as" the federal standard. The Board also has the authority to adopt a unique state standard in the absence of a federal standard. In 1987 the Board adopted a unique state standard, the Confined Space Standard. All VOSH standards are promulgated in keeping with the spirit and requirements of the Virginia Administrative Process Act.

VIRGINIA OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Standard Title and Number	Date of Adoption	Effective Date
Hazardous Waste Operations and Emergency Response 29 CFR 1910.120	3/23/87	6/10/87
Confined Space Standard for General Industry and the Construction Industry 1910.146	3/23/87	1/1/88
Confined Space Standard for the Telecommunications	3/23/87 6/29/87	11/15/87 7/1/88
Hazardous Waste Operations and Emergency Response, Corrections 29 CFR 1910.120	6/29/87	9/21/87
Asbestos Standards for General Industry and the Construction Industry, Corrections 29 CFR 1910.1001 20 CFR 1926.58	6/29/87	9/21/87
Asbestos Standards for General Industry and the Construction Industry, Extension of Stay 29 CFR 1910.1001 29 CFR 1910.1101 29 CFR 1926.58	6/29/87	9/21/87
Revision of Telecommunications Training Records 29 CFR 1910.268	11/18/87	2/15/88
Single Piece and Multi-Piece Rim Wheels at Marine Terminals 29 CFR 1910.177 29 CFR 1917	11/18/87	2/15/88
Field Sanitation 29 CFR 1928.110	11/18/87	2/15/88

Hazard Communication Amendment 29 CFR 1910.1200 29 CFR 1926.59 29 CFR 1917.28	11/18/87	2/15/88 5/23/88
Benzene Standard 29 CFR 1910.1028	11/18/87	2/15/88

OFFICE OF VOSH TECHNICAL SERVICES

The office of VOSH Technical Services provides general administrative and technical support to the Virginia Occupational Safety and Health (VOSH) Program. Among its responsibilities are the operation and maintenance of the Integrated Management Information System (IMIS), legal services, investigation and resolution of discrimination complaints, development and circulation of VOSH Program Directives, development and maintenance of the Administrative Regulations Manual, the Field Operations Manual, and the State Plan.

Additionally this Office develops proposed standards for the Safety and Health Codes Board and provides the Board staff support. Evaluation and response to the State Plan Activity Measures (SPAM) criteria, CASPA's and Variance requests are handled by this Office.

DISCRIMINATION COMPLAINTS

Any employee or representative of an employee who believes that a violation of an occupational safety or health standard exists which threatens physical harm or constitutes an imminent danger may request an inspection by sending a signed written notice to the Virginia Occupational Safety and Health (VOSH) Program. The identity of the complainant will be kept confidential.

An employee who files a complaint cannot be discharged or discriminated against by his employer. Any employee who feels that he has been fired or discriminated against as a result of filing an occupational safety and health complaint should contact within 30 days the VOSH Program and make either a written or oral discrimination complaint. VOSH Discrimination Investigators will interview the complainant to determine whether the complaint is appropriate. If the complaint is appropriate the Discrimination Investigator will investigate the matter and attempt to settle the case. If attempts to settle the case fail the matter can be sent to the Commonwealth's Attorney for prosecution. During 1987 VOSH's Discrimination Investigators received 58 discrimination complaints.

OFFICE OF VOSH TECHNICAL SERVICES

Discrimination Complaints	1987
Settled	3
Informally Adjusted	1
Referred to Other Agency	3
Withdrawn	5
Dismissed	13
Screened (With No Full Field Investigation)	22
Open	11
Total Received	58

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

The Division of Occupational Health Enforcement has as its primary responsibility workplace inspections in both the private and public sector. To accomplish this task, the Division enforces the state laws that address the safety and health of workers employed in construction and general industry. The Division's overall objective is to eliminate safety and health workplace hazards through inspections, referrals, citations and abatement of hazards.

Industrial hygienists conduct workplace inspections to determine compliance with the health portions of the standards. Workplace inspections are generated through a general schedule scheme, employee complaint, accident, referral, fatality or catastrophe, or follow-up requirement.

The VOSH Program in 1987 through the Virginia Safety and Health Codes Board adopted major occupational health standards in the areas of working with hazardous waste, asbestos and benzene and made a significant revision to the Virginia Hazard Communication Standard. During 1987 the Division of Occupational Health Enforcement initiated a major special emphasis program in Virginia's asbestos removal industry. Of 51 special emphasis inspections conducted, approximately 45% were found to be in violation of VOSH standards. Of the violations cited 20 were serious, 6 were repeat and 126 were other-than-serious.

ANALYSIS OF ACTIVITIES OF THE OCCUPATIONAL HEALTH ENFORCEMENT

Comparison: 1986 and 1987

ITEM	1986	1987
Health Inspections:		
Records Only	0	0
Planned	100	51
Follow-up	14	11
Complaints	154	177
Referrals	46	53
Accident/Fatality	5	3
Unprogram Related	10	11
Monitoring	8	10
Total Inspections	337	316
Health Violations:		
Serious	N/A	51
Willful	N/A	3
Repeat	N/A	18
Other	N/A	641
Total Violations	677	813
Penalties Assessed:		
Penalties	N/A	$27,595
Failure to Abate Penalties	N/A	$20,900
Total Penalties	N/A	$48,495

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

The Division of Occupational Safety enforces the state laws that address the safety and health of workers employed in construction and general industry, both in the public and private sectors. The Division's jurisdiction covers all commercial and industrial establishments, and all construction, excavation, and demolition work within the Commonwealth.

The primary responsibility of the Division is to make scheduled inspections of the state's workplaces to ensure compliance with state safety standards and regulations. In addition, the Division responds to complaints from employees and investigates accidents and fatalities. The Division's overall objective is to eliminate workplace hazards through inspection, abatement, and enforcement.

In 1987 safety inspectors continued a special emphasis program on trenching. Due to the inherently dangerous nature of trenching and the number of injuries and fatalities caused by trenching operations this special emphasis project is expected to be in effect for some time. In the period from January 1, 1987 to December 31, 1987 112 trenching inspections were conducted. Three hundred and eighty-six violations were cited, 234 trenching violations and 152 non-trenching violations. The most frequently cited standards were 1926.652 trenching requirements, (126) 1926.651 excavation requirements, (73) and 1926.650 protection requirements (35). There were 181 serious violations, 12 willful, 27 repeat and 166 other-than-serious violations cited.

ANALYSIS OF ACTIVITIES OF THE
OCCUPATIONAL SAFETY DIVISION
Comparison: 1986 and 1987

ITEM	1986	1987
Safety Inspections:		
Records Only	96	5
Planned	1,733	1,864
Follow-up	21	24
Complaints	149	197
Referrals	201	210
Accidents	69	93
Unprogram Related	115	114
Program Related	3	4
Monitoring	1	2
Attempted Inspections (No Inspection Conducted)	356	335
Total	2,309	2,848
Safety Violations Total	5,776	6,610
Variance	0	N/A[1]
Fatality Investigations	57	64
Safety Violations Noted	5,776	6,610
Court Cases Completed	28	33
Informal Conferences Held	152	210
Speeches and Seminars	6	8
Safety Schools for Representatives	17	69
State Safety Conference	1	1

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[1] Variances are now handled by the VOSH Technical Services Office.

DIVISION OF VOLUNTARY HEALTH COMPLIANCE AND TRAINING

During the past year, this Division undertook many innovative and effective activities to assist employers in averting acute and chronic occupational health injuries and illnesses.

A confined space training program has been videotaped and made available to the Department. Currently, a confined space entry training videotape is being developed. In addition, an asbestos seminar has been videotaped for use by the Department. Twenty-five copies of two hazard communication seminars have been made available to the public.

The Division continues to provide employers with a number of training programs. Our industrial hygienists and occupational health nurses conduct workshops and training seminars throughout the state.

The occupational health nursing staff continued its role of providing professional training and education programs to the public and private sectors. The provision of VOSH orientation to occupational and employee health nurses remains an ongoing activity.

In December of 1987, action was begun to consolidate the Division of Voluntary Safety Compliance and Training and the Division of Voluntary Health Compliance and Training under one director. This consolidation, along with the establishment of safety and health supervisory positions, will provide a more cost efficient organization for the delivery of consultative services. These services provide public and private sector employers a variety of free, professional consultation and training services through sections 7(c)(1) and 18(h) of the Occupational Safety and Health Act of 1970.

ANALYSIS OF ACTIVITIES OF THE VOLUNTARY HEALTH COMPLIANCE

Comparison: 1986 and 1987

ITEM	1986	1987
Consultative Surveys	156	160
Consultative Assistance	669	727
Health Hazards Noted	260	282
Serious Hazards Abated	41	27
Health Workshops/Seminars	193	131

DIVISION OF VOLUNTARY SAFETY COMPLIANCE AND TRAINING

The Division of Voluntary Safety Compliance and Training provides public and private sector employers a variety of free, professional consultation services under the stipulations of Sections 7(c)(1) and 18(b) of the Occupational Safety and Health Act of 1970. These services help employers comply with OSHA standards and regulations.

The consultation program expanded the scope of consultations to include Program Assistance. In addition to identifying hazards and providing technical cost effective abatement advice, the consultants also assist employers in developing and implementing their own safety and health program, which includes: self-inspections, written work rules, and employee training. In 1987, 308 employers voluntarily participated in the program.

The Division continues to provide employers with a number of training programs. Our safety consultants conduct workshops and training seminars throughout the State.

The Virginia Confined Space Standard will become effective in January, 1988. Already, 17 training programs have been conducted in Confined Space Entry.

The Division continues working with local government and employer organizations on "special emphasis programs," an example of which was the Department of Labor and Industry, the County of Fairfax and the Heavy Construction Contractors Associations's cooperation in providing nine (9) trenching seminars. An additional 14 trenching programs were provided by the Voluntary Compliance Division to private and public sector employers not affiliated with an association.

As a result of the resignation and subsequent hiring of two safety consultants, seven months (7%) of field productivity was lost.

This Division and the Division of Voluntary Health Compliance and Training are in the process of consolidating under one director. This consolidation will provide a more efficient and effective delivery of services to the public.

ANALYSIS OF ACTIVITIES OF THE
VOLUNTARY SAFETY COMPLIANCE
Comparison: 1986 and 1987

ITEM	1986	1987
Consultative Safety Survey	390	338
Consultative Assistance	352	490
Serious Hazards Abated	836	642
Total Hazards Abated	2,210	1,711
Demonstrations/Safety Talks	319	364
Safety Courses (Construction and Industry)	51	38
Certificates Awarded	1,214	938
Program Assistance	195	308
Special Emphasis Program - Trenching	5	23
Special Emphasis Program - Confined Space	N/A	17
Loan of 190 films	1,516	1,536

STATISTICAL REFERENCE INDEX
CONGRESSIONAL INFORMATION SVC
4520 EAST WEST HIGHWAY
BETHESEDA MD 20814

[illegible] CLASS BOOK RATE

58270-1-LL

1988
ANNUAL
REPORT

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

"to contribute to the quality of life
enjoyed by the citizens of Virginia by
improving Virginia's workplaces
through informational services,
training, education, and enforcement
of laws relating to occupational safety,
health and employment practices."

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

ANNUAL REPORT

GERALD L. BALILES, GOVERNOR
CAROL AMATO, COMMISSIONER

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COMMONWEALTH of VIRGINIA

Department of Labor and Industry
205 North Fourth Street

Carol Amato
Commissioner

P.O. Box 12064
Richmond, Virginia 23241

June 30, 1989

The Honorable Gerald Baliles
Governor
Commonwealth of Virginia
State Capitol
Richmond, Virginia 23219

Dear Governor Baliles:

I am pleased to submit to you the 1988 Annual Report of the Virginia Department of Labor and Industry.

Each of our programs enjoyed continued success during 1988. The Virginia Occupational Safety and Health Program (VOSH) completed activities necessary to request final approval of its State Plan. Effective November 30, 1988, the U.S. Department of Labor granted Virginia approval, after a determination was made by Federal OSHA that the State enforcement effort was as effective as that of the Federal OSHA Program.

The Apprenticeship Division continues to offer Virginia businesses and citizens a valuable service through the promotion, development, and registration of apprentices. As of December 31,1988, 8,122 apprentices were registered with the more than 2,600 businesses and organizations participating as program sponsors.

During the calendar year, the Division of Labor Law Administration investigated 3,073 employee complaints and collected $638,386 in unpaid wages on behalf of Virginia's workers. The Division also enforces the provisions of the Commonwealth's child labor laws and, during 1988, assessed $17,245 in penalties for violations of these requirements.

An increase in the number of boiler and pressure vessels registered with the Boiler and Pressure Vessel Safety Division was noted in 1988. There were 10 accidents related to boiler and pressure vessels which resulted in one injury and no fatalities.

During the year, the Division of Planning, Research and Policy Analysis continued the responsibility for staffing to your Migrant and Seasonal Farmworkers Board. This division also conducted seminars for businesses, labor organizations, and professional associations on Federal recordkeeping requirements related to occupational injuries and illnesses.

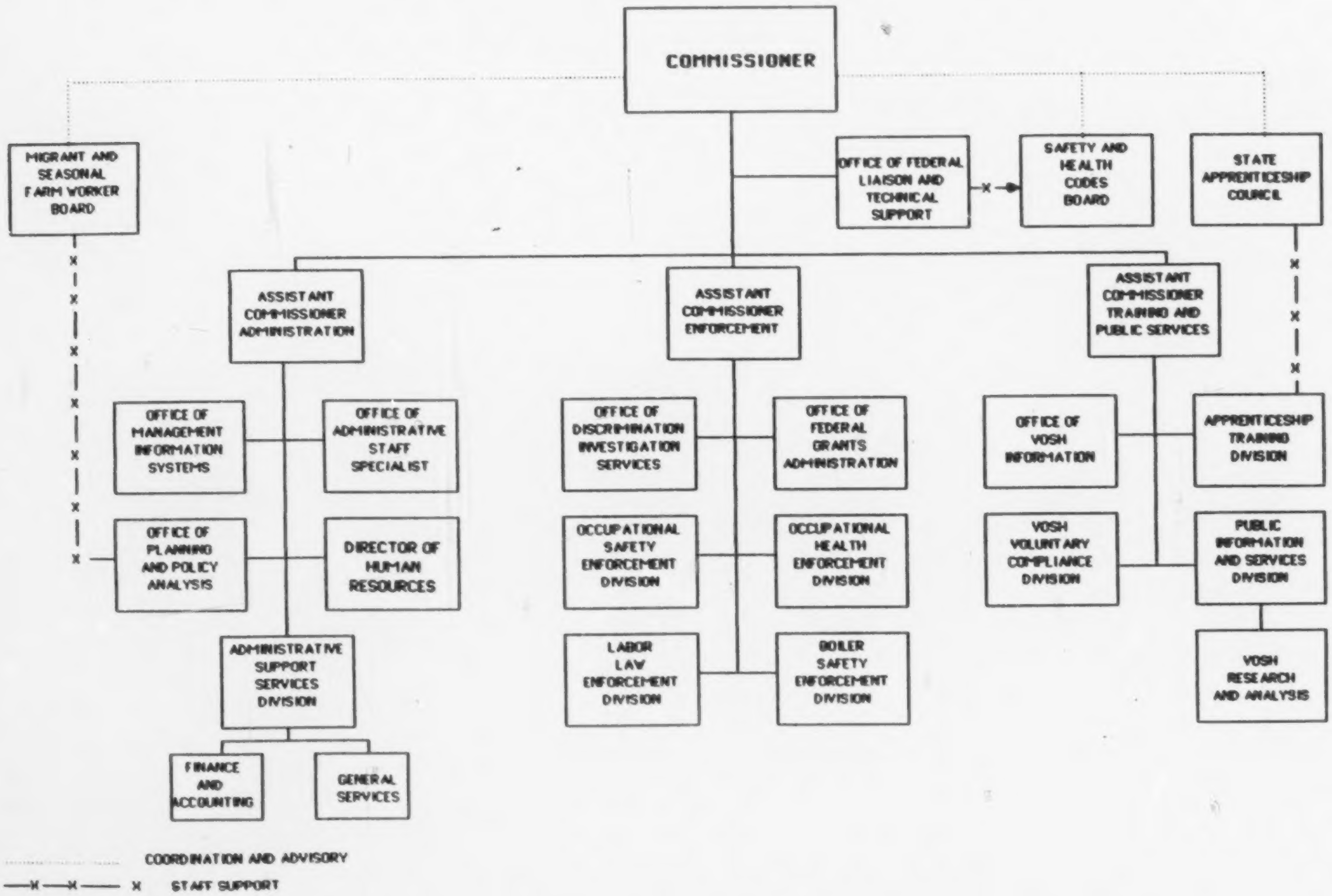
This report provides more detailed information on all of the department's activities during 1988. We look forward to continuing the progress and achievement which characterized 1988.

Sincerely,

Carol Amato
Commissioner

CA/jat

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY


COMMISSIONER
MIGRANT AND SEASONAL FARM WORKER BOARD
OFFICE OF FEDERAL LIAISON AND TECHNICAL SUPPORT
SAFETY AND HEALTH CODES BOARD
STATE APPRENTICESHIP COUNCIL
ASSISTANT COMMISSIONER ADMINISTRATION
ASSISTANT COMMISSIONER ENFORCEMENT
ASSISTANT COMMISSIONER TRAINING AND PUBLIC SERVICES
OFFICE OF MANAGEMENT INFORMATION SYSTEMS
OFFICE OF ADMINISTRATIVE STAFF SPECIALIST
OFFICE OF PLANNING AND POLICY ANALYSIS
DIRECTOR OF HUMAN RESOURCES
ADMINISTRATIVE SUPPORT SERVICES DIVISION
FINANCE AND ACCOUNTING
GENERAL SERVICES
OFFICE OF DISCRIMINATION INVESTIGATION SERVICES
OFFICE OF FEDERAL GRANTS ADMINISTRATION
OCCUPATIONAL SAFETY ENFORCEMENT DIVISION
OCCUPATIONAL HEALTH ENFORCEMENT DIVISION
LABOR LAW ENFORCEMENT DIVISION
BOILER SAFETY ENFORCEMENT DIVISION
OFFICE OF VOSH INFORMATION
APPRENTICESHIP TRAINING DIVISION
VOSH VOLUNTARY COMPLIANCE DIVISION
PUBLIC INFORMATION AND SERVICES DIVISION
VOSH RESEARCH AND ANALYSIS
COORDINATION AND ADVISORY
—x—x— x STAFF SUPPORT

COMMISSIONERS OF LABOR AND INDUSTRY

ARCHER P. MONTAGUE

JAMES B. DOHERTY

C. G. KIZER

JOHN HIRSCHBERG

JOHN HOPKINS HALL, JR.

THOMAS B. MORTON

JOHN HOPKINS HALL, JR.

EDMOND M. BOGGS

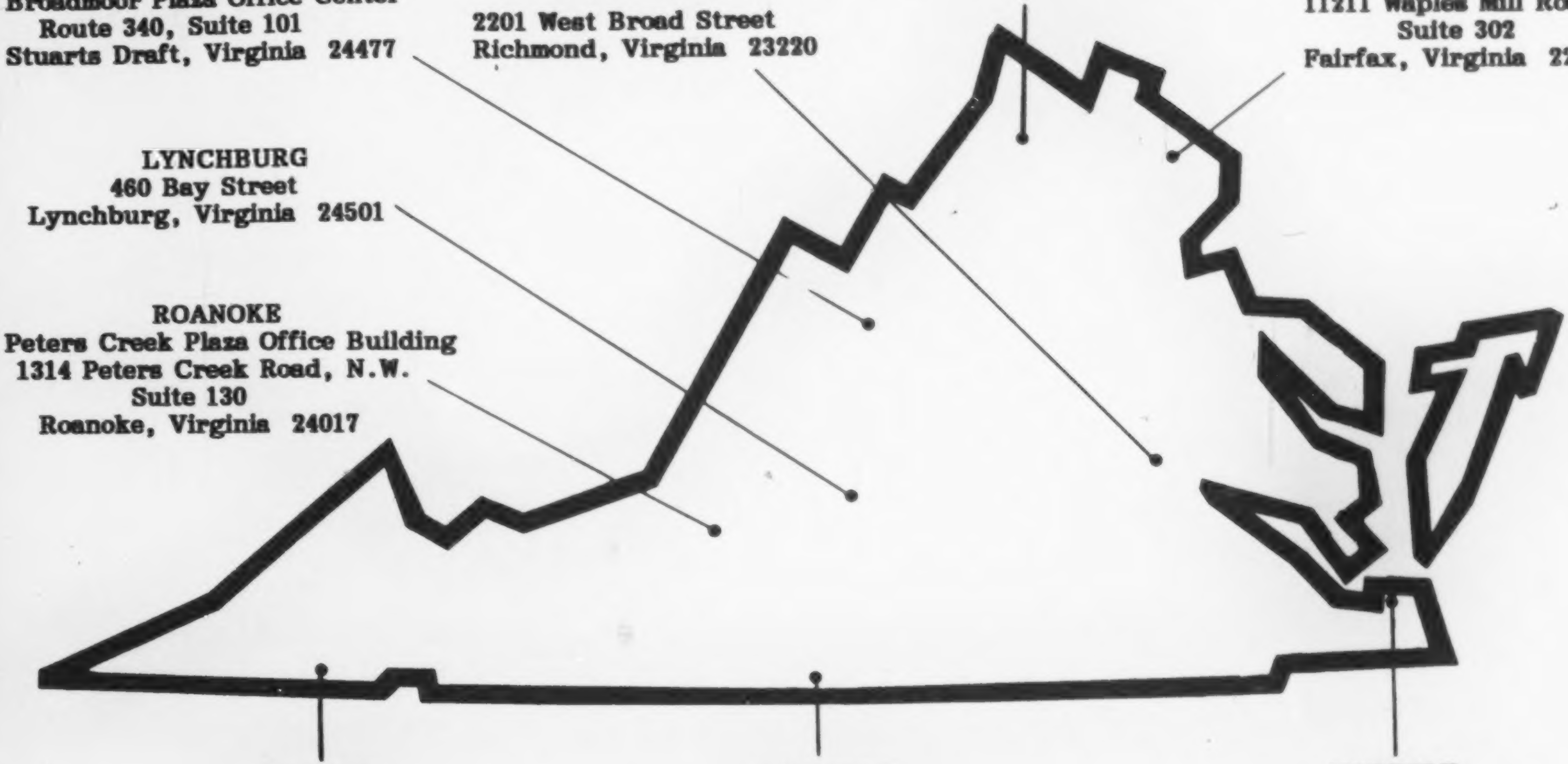
ROBERT F. BEARD

AZIE TAYLOR MORTON

EVA S. TEIG

CAROL A. AMATO

FIELD OFFICES



STUARTS DRAFT
Broadmoor Plaza Office Center
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Stuarts Draft, Virginia 24477

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11-C Water Street
Front Royal, Virginia 22630

FAIRFAX
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Suite 302
Fairfax, Virginia 22030

LYNCHBURG
460 Bay Street
Lynchburg, Virginia 24501

ROANOKE
Peters Creek Plaza Office Building
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Suite 130
Roanoke, Virginia 24017

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1969 Lee Highway
Bristol, Virginia 24201

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104 Annhurst Drive
Danville, Virginia 24540

NORFOLK
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Norfolk, Virginia 23513

DIRECTORY

ADMINISTRATION

Carol A. Amato Commissioner	804-786-2377
W. F. Dillon, Jr. Assistant Commissioner	804-786-2383
Edward A. Hegamyer, Director of Administrative Services	804-786-9875
Phyllis S. Weaver, Director Human Resources	804-786-8589

DIVISION OF APPRENTICESHIP TRAINING

Robert S. Baumgardner Director	804-786-2381
Wallace E. Marshall Field Supervisor, Richmond	804-786-2382
Edward R. Cooper Field Supervisor, Staunton	703-332-7745
John L. Bray Field Supervisor, Lynchburg	804-947-6682

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

Jim D. Hicks Director	804-786-3160

DIVISION OF PLANNING, RESEARCH, AND POLICY ANALYSIS

Marilyn Mandel Director	804-786-2385

DIVISION OF STATE LABOR LAW ADMINISTRATION

Sharon S. Watson Director	804-786-2389
Gerard Angele Field Supervisor, Richmond	804-786-2389
Charles M. Crabtree Field Supervisor, Bristol	703-669-1011

Elaine F. Elliott Field Supervisor, Norfolk	804-683-8210

VOSH ADMINISTRATION

Charles E. Harrigan VOSH Assistant Commissioner	804-786-5873
Jay W. Withrow Technical Services Director	804-786-9873
Glenn L. Weaver Occupational Safety & Health Discrimination Supervisor	804-786-7814

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

Clarence H. Wheeling, Ph.D. Director	804-786-0574
Richard W. Anderson Regional Supervisor, Richmond	804-786-8009
Charles L. Clouse Regional Supervisor, Staunton	703-332-9240
James L. Mann Regional Supervisor, Roanoke	703-982-7178
Iris M. Crenshaw Regional Supervisor, Norfolk	804-858-6700

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

Elliott A. Scruggs Director	804-786-2391
Richard C. Angell Region Supervisor, Richmond	804-367-0735
Edward B. Johnson Region Supervisor, Front Royal	703-635-3879
Fred T. Yontz Region Supervisor, Richmond	804-786-7984
Samuel N. Simpson Region Supervisor, Norfolk	804-858-6700

DIVISION OF VOLUNTARY SAFETY AND HEALTH COMPLIANCE AND TRAINING

Michael Rodgers Director	804-367-9980
Richard D. Mitchell Health Compliance Supervisor, Staunton	703-332-9240
Albert T. Wiggins Safety Compliance Supervisor, Norfolk	804-858-6700

HISTORY OF LABOR AND INDUSTRY

The Virginia Department of Labor and Industry, originally known as the Bureau of Labor and Industrial Statistics, was created by the General Assembly in 1898. The General Assembly saw the need for an agency to compile and circulate data "on the industrial pursuits of the State as they related to the commercial, industrial, social, educational, and sanitary condition of the laboring classes and to the permanent prosperity of the productive industries of the State."

In 1927 the Bureau was given the status of a regular administrative agency of the State, and its name was changed to the Department of Labor and Industry. The Department is a diverse agency dedicated to serving the needs of the citizens of the Commonwealth of Virginia. Its mission is to contribute to the quality of life enjoyed by citizens of Virginia by improving Virginia's workplaces through informational services, training, education, and enforcement of laws relating to occupational safety, health, and employment.

The authority and scope of duties of the Department has broadened since its creation. Among the services offered at one time by the Department were free employment services (now performed by the Virginia Employment Commission), regulation of private employment agencies (now with the Department of Commerce) mediation of labor disputes, except public utilities, (now a function of the Federal Labor Relations Board), and the regulation and enforcement of mining laws (since January 1, 1985, a function of the Department of Mines, Minerals, and Energy).

Virginia is one of twenty-six states and territories with a state administered Occupational Safety and Health Administration (OSHA) program, and is the fourteenth state to receive Final State Plan Approval for its program.

Virginia's developmental plan was approved in 1976 through legislation sponsored by then-Delegate Baliles, and it was certified by Federal OSHA in 1984. Final approval for Virginia was achieved, effective November 30, 1988, after a determination was made by OSHA that the state enforcement effort was as effective as that of the Federal OSHA program.

Final approval is a major milestone for the Virginia Department of Labor and Industry, and it demonstrates the commitment and support of the General Assembly, and industry and labor leaders to safety standards in the State. It is also a testimony to the effective partnership Virginia has enjoyed with the U.S. Department of Labor's Occupational Safety and Health Administration.

The Department of Labor and Industry through its history from the early days of the Division of Factory Inspectors has been concerned with worker safety and health. Today Virginia operates under a state plan as permitted by the Federal Occupational Safety and Health Act of 1970. Through the Virginia Occupational Safety and Health (VOSH) Program the state's occupational safety and health laws are administered and enforced. On July 1, 1985, the Bureau of Occupational Health was transferred from the Department of Health to the Department of Labor and Industry. This action by the General Assembly enhanced the Virginia Occupational Safety and Health Program and improved the agency's ability to serve the public.

Currently the Department of Labor and Industry consists of seven divisions--Apprenticeship Training; Boiler and Pressure Vessel Safety; Occupational Health Enforcement; Occupational Safety Enforcement; Planning, Research and Policy Analysis; State Labor Law Administration; and Voluntary Safety and Health Compliance and Training. These seven divisions provide the citizens of the Commonwealth a number of services ranging from assisting companies in establishing apprentice programs to collecting unpaid wages for workers to surveying food costs across the state.

Through the years the Department's Commissioners have acted promptly to recommend legislation to improve working conditions and encourage industrial expansion. Among the legislation advocated by the Department are the boiler inspection law, machine guarding, mine safety laws, minimum age requirements for employment, a state building code, equal pay for equal work, apprenticeship, a free state employment service, unemployment insurance, and elevator inspection and safety laws.

The Department through its seven divisions and three boards--the Virginia Safety and Health Codes Board, the Migrant and Seasonal Farmworkers Board and the Virginia Apprenticeship Council--offers continuing public service and dedication to the preservation of the health, safety, and productivity of the citizens of the Commonwealth.

ADMINISTRATION

The Virginia Department of Labor and Industry is headed by the Commissioner, who is assisted by an Assistant Commissioner for Administration and State Programs, an Assistant Commissioner for the Virginia Occupational Safety and Health (VOSH) Program, an Administrative Staff Specialist, an Assistant Attorney General, and a Director of Administrative Services. The Assistant Commissioner for Administration and State Programs acts for the Commissioner in the Commissioner's absence and provides direction and manages employee relations, training, finance, budgeting, purchasing, and payroll for the Department. Additionally, the Assistant Commissioner for Administration and State Programs provides direction for and manages the Divisions of Apprenticeship Training, Boiler and Pressure Vessel Safety, Planning, Research and Policy Analysis, and Labor Law Administration. The Assistant Commissioner for the VOSH Program provides direction and manages the four Divisions of the VOSH Program.

The Administrative Staff Specialist serves as the Department's liaison to the Virginia Registrar; registers and certifies operators of tramways and related devices; monitors, reports, and maintains records of labor disputes involving public utilities; and maintains a central file on all regulations issued by the Department.

The Assistant Attorney General is responsible for advising the Commissioner and the Division Directors on all legal matters and serves as counsel to the Virginia Safety and Health Codes Board, the Virginia Apprenticeship Council, and the Migrant and Seasonal Farmworkers Board.

The Director of Administrative Services provides the Department with financial management support and services. The Director plans and directs budgeting, accounting, risk management and inventory, contract proposals, and physical plant facilities for administrative offices located in Richmond and eight field offices. The Director analyzes proposed legislation to determine its fiscal impact on the agency.

In addition to the eight divisions and three boards with which it works, the Department contains a Fiscal Office, a Personnel Office, a Public Information Office, and a Human Resources Data Processing/User Liaison Office.

The Fiscal Office is responsible for overseeing finances and accounting. It safeguards the Department's assets, ensures that financial records are maintained, and provides financial information including the preparation of annual financial statements.

In 1988 the Fiscal Office maintained a 99 per cent compliance rate with the Commonwealth's Prompt Payment Act. The Prompt Payment Act calls for timely payment to vendors who supply goods and services to the Commonwealth.

The Auditor of Public Accounts issued an unqualified audit report for its most recent agency audit.

The agency Personnel Office is responsible for all personnel activities which affect the Department's approximately 200 employees. Personnel functions include compensation and classification, recruitment, equal employment opportunity, employee benefits administration, and training. During 1988, the Personnel Office was actively involved in recruitment for both newly-created and vacant positions. In the area of health benefits, there were two open enrollment periods and the Health Benefits System was automated. Personnel Office staff served on two State Department of Personnel and Training Committees: Classification Review/ Specification Update and Employee Suggestion Program. The office also coordinated the review of approximately seventeen agency class specifications. During 1988, an Employee Handbook was developed, printed and distributed to all agency employees.

The Human Resources DP/User Liaison is responsible for implementing the Department's automation plan. This plan provides for the automation of all programmatic and financial activities of the Department. In 1988 the DP/User Liaison coordinated the efforts of the Division of Apprenticeship Training and the Department of Information Technology to develop and implement an Apprenticeship Management Information System. The Department of Information Technology also developed and implemented an Asbestos Management Information System. Analyses and development were started on a Financial Management System, a Legal Support Services System, and a Labor Law Management Information System.

VIRGINIA PUBLIC UTILITY LABOR RELATIONS ACT

The Commissioner of Labor and Industry by law has the duty to mediate and conciliate labor disputes affecting certain public utilities.

The Virginia Public Utility Labor Relations Act, as amended by the General Assembly, effective April 7, 1952, designates the Department of Labor and Industry as the State agency established to mediate and conciliate labor disputes. It requires notices of disputes between certain public utilities and their employees and imposes upon the Commissioner of Labor and Industry, or his designated agent, certain duties relating to labor disputes affecting the operation of certain public utilities.

The Act provides that the utility or the collective bargaining agent, recognized by the utility and its employees, shall not terminate or modify such contract until the party desiring such termination or modification serves written notice upon the Department of Labor and Industry of the proposed termination or modification at least thirty (30) days prior to the expiration date thereof or in the event such contract contains no expiration date, at least thirty (30) days prior to the date it is proposed to make such termination or modification. Where there is no collective bargaining contract in effect, the same procedure shall be followed by the utility and its employees or designated representatives or any labor organization or association attempting to organize employees in work affecting the utility.

Upon receipt of any such notices, the Commissioner of Labor and Industry is charged with the responsibility of keeping informed about the progress of the negotiations and of notifying the Governor and informing him of the nature of the dispute. If the Governor deems it necessary, the Commissioner, or his designated agent, shall offer to meet and confer with the parties in interest and undertake to mediate and conciliate their differences to the extent of the mediation and conciliation by State agencies contemplated by the National Labor Relations Act or similar Federal legislation. In the event Federal legislation does not apply and if the Governor deems it advisable, it shall be the duty of the utility and its employees, or designated representative, to meet and confer with the Commissioner, or his agent, at a time and place designated by the Commissioner for mediating and conciliating their differences.

The Commissioner informs the Governor as soon as practical if a strike or lockout appears to be probable in any such dispute, or if a strike or lockout begins, whether the continuation thereof is probable.

The Commissioner of Labor and Industry, or his agent, has the right of entry upon the property of a utility.

After all means of mediation and conciliation have been exercised under this Act, and a stoppage of work is certain, the Governor, under the Seizure Act, may, if he deems it necessary, seize and operate a public utility.

Mediation and conciliation service under the Public Utility Labor Relations Act continues even though it becomes necessary for State seizure under the Public Utility Seizure Act.

In 1988, under the amended Virginia Public Utility Labor Relations Act, twelve

(12) notices of negotiations were received during the year, seven (7) of which were electric power utilities, three (3) were telephone and telegraph utilities, one (1) was a gas distribution utility, and one (1) was a transit management company. No mediation assistance was required during the year. The negotiations for all twelve were brought to successful conclusions.

DIVISION OF APPRENTICESHIP TRAINING

Apprenticeship is a carefully planned and supervised voluntary program of on-the-job training and related technical instruction in those occupations known as the skilled crafts or trades. The Division of Apprenticeship Training maintains a statewide system of apprentice training as set forth in the Virginia Voluntary Apprenticeship Act of 1938. The Act was adopted by the General Assembly largely as a result of a recognized need for skilled labor. Apprenticeship training continues to be a time tested method of transferring skills needed in the workplace.

With the advice of the Virginia Apprenticeship Council, the Division assists employers in developing training programs, securing related instruction, and recruiting both industries and qualified apprenticeship applicants for participation in the state program. One of the Division's goals is to provide a vehicle for Virginia's youth to prepare themselves for profitable employment and citizenship. Another goal is to guarantee Virginia industries a fully trained work force capable of meeting today's needs and adapting to the changing demands of the workplace in the 21st century. Apprenticeship training is provided by private industry with technical assistance being provided by the state. This cooperative effort is cost effective and user driven with minimal government control and regulation.

The Division through its Richmond office and its field offices across the state works to enhance industrial development through the development, maintenance, and promotion of apprenticeship training.

The Division works closely with state and local school divisions, the State Department of Education, and program sponsors to see that necessary related instruction is provided. The chief responsibility for seeing that the necessary on-the-job training and related instruction is provided rests with the program sponsors.

In 1987, the Department of Labor and Industry and the Department of Education, obtained secretarial approval for the obligation of inter-agency development funds to develop a centralized computer system to meet the needs of apprenticeship. The new relational database system was developed by the Department of Information Technology.

In November of 1987, the requirement definition was started. The Centralized Apprenticeship Administration System was to serve the needs of both agencies. Processes related to apprenticeship were studied from the time prospective apprentices contact the Department of Labor and Industry until their completion/withdrawal from the program. Included in this was the production of the completion certificate by the Department of Labor and Industry and the transcript by the Department of Education. Primarily objectives were to eliminate redundancies in operations and improve the uniformity of the information available. A presentation of the proposed system was made to all apprenticeship program personnel (both Labor and Industry and Education) in Williamsburg during the spring of 1988.

During the development effort, a decision was made to postpone acquiring a mini-computer until after July of 1989 due to fiscal restraints. To compensate, the Department of Information Technology developed an interim portable data entry sub-system to allow the instruction coordinators to submit data to the Department of Education central office via a diskette.

The system was installed at the Department of Labor and Industry's central office during January of 1989. Since that time the central office personnel have been operating the system and entering all data. Previously data was entered on forms at the central office, sent to the Powhatan Corrections Center for data entry, and returned to the Department of Information Technology for entry into the system.

To realize the full benefits of the system, it is necessary for the agency to collect additional information on all sponsors, their programs, and the apprentices. During 1989, the agency intends to collect this information for all new activity and upgrade the information on existing participants. This will involve updating thousand of records on the existing participants.

The Department of Education central office will serve as the coordinator for all instruction coordinators related activity. The office will operate a data entry sub-system for the collection of data from some instruction coordinators. Other instruction coordinators will receive a copy of the data entry sub-system and will send data to the central office by computer diskette. The diskettes will be transferred from the central office to the Department of Labor and Industry central office and merged with the Oracle database. Instruction coordinators will begin to receive reports from the Labor and Industry central office after an update is completed to add needed information into existing apprentice records. The Department of Education central office will train the instruction coordinators in the use of the data entry sub-system.

An additional benefit of the new system is the ability to provide more versatile reports. Reports were defined with flexible selection criteria to provide multiple perspectives of apprenticeship activities per report. Reports may now be produced based upon:

- the location (the state, the locality, Department of Labor and Industry field office, Apprenticeship Field Representative, Department of Education Instruction Coordinator, and instruction center)
- the Standard Industrial Code (SIC) of the sponsor
- the federal grouping of business into eleven business sector categories
- the type of program (group joint, group waiver, group not-joint, individual joint, individual waiver, individual not-joint)
- the trade (DOT number for Labor and Industry or CIP number for Education)
- Another new feature of Centralized Apprenticeship Administration System is the ability to produce the apprentice certificates. Historically, the Department of Labor and Industry had collected requests for certificates and used a printing service to produce certificates. It normally took several days or weeks to request and obtain a certificate. Cost has risen per certificate. Equipment for the new computer system is able to produce the certificates in a few minutes at a cost of pennies. Money saved from the production of certificates in the first year of operation will almost pay for the new computer equipment.

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
DRAFTER, ARCHITECTURAL	6	1	1	0	0	0	6	2
RESEARCH MECHANIC	3	0	0	0	0	0	3	1
ELECTRICAL TECHNICIAN	13	0	0	1	1	0	13	1
ELECTRONICS TECHNICIAN	13	2	0	2	2	0	15	2
CABLE SPLICER	0	1	0	0	0	0	1	1
INSTRUMENTATION TECHNICIA	9	0	0	1	1	0	9	4
TRANSPORTATION ENGINEER	1	1	0	1	1	0	2	2
DRAFTER, CIVIL	0	0	0	0	0	0	0	0
MECHANICAL-ENGINEERING TE	12	0	0	0	0	0	12	1
METALLURGICAL TECHNICIAN	1	0	0	0	0	0	1	1
QUALITY-CONTROL TECHNICIA	13	15	6	7	5	0	22	5
LAND SURVEYOR	112	68	32	10	10	0	148	139
SURVEYOR ASSISTANT, INSTR	6	3	3	0	0	0	6	8
TEST TECHNICIAN	29	0	0	3	3	0	29	1
HORTICULTURIST	1	0	0	1	1	0	1	1
INSPECTOR, BUILDING	1	0	0	0	0	0	1	1
INSPECTOR, INDUSTRIAL WAS	3	0	0	1	1	0	3	1
SALESPERSON, PARTS	0	1	0	0	0	0	1	1
OPTICIAN, DISPENSING 2	157	175	52	42	31	0	279	323
BAKER, HEAD	4	0	0	0	0	0	4	3
CHEF	11	3	1	0	0	0	13	13
COOK	115	36	23	23	20	0	128	98

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
COOK	60	11	9	8	5	0	62	36
MEAT CUTTER	17	15	9	2	2	0	23	19
BARBER	46	59	17	15	13	0	88	112
COSMETOLOGIST	401	536	224	153	118	0	708	1,035
PSYCHIATRIC AIDE	2	0	0	0	0	0	2	1
SHOE REPAIRER	1	0	0	0	0	0	1	1
FIRE FIGHTER	0	1	0	0	0	0	1	1
FIRE FIGHTER	1	1	0	1	1	0	2	2
PLATER	7	0	0	0	0	0	7	2
HEAT TREATER 1	0	1	0	0	0	0	1	1
MOLDER	7	1	0	1	1	0	8	3
BAKER	39	11	10	6	5	0	40	40
CHLORINATOR OPERATOR	3	0	0	3	3	0	3	1
MODEL MAKER, FIREARMS	1	0	0	1	1	0	1	1
MACHINIST	524	144	59	82	64	0	609	493
MAINTENANCE MACHINIST	35	15	1	2	2	0	49	12
MOLD MAKER, DIE-CASTING A	2	1	0	0	0	0	3	2
TOOL MAKER	5	1	0	2	2	0	6	2
TOOL-AND-DIE MAKER	36	22	2	6	3	0	56	46
GRINDER OPERATOR, SURFACE	2	0	0	1	1	0	2	1
GRINDER SET-UP OPERATOR,	0	1	0	0	0	0	1	1
ELECTRICAL-DISCHARGE-MACH	0	1	0	0	0	0	1	1

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
BLACKSMITH	5	0	0	0	0	0	5	3
MACHINE OPERATOR 1	1	0	0	0	0	0	1	1
INSPECTOR, METAL FABRICAT	14	0	0	0	0	0	14	1
METAL FABRICATOR	27	10	11	2	2	0	26	12
METAL-FABRICATOR APPRENTI	2	0	1	1	1	0	1	1
INSPECTOR	10	0	0	7	7	0	10	7
AUTOMOBILE MECHANIC	42	35	14	2	2	0	63	61
AUTOMOBILE MECHANIC	0	2	0	0	0	0	2	2
CONSTRUCTION-EQUIPMENT ME	21	5	0	0	0	0	26	6
MECHANIC, INDUSTRIAL TRUC	11	0	1	3	0	0	10	7
TRANSMISSION MECHANIC	3	1	0	0	0	0	4	1
MACHINIST, OUTSIDE	220	43	12	29	29	0	251	14
DIESEL MECHANIC	29	7	6	1	1	0	30	26
SMALL-ENGINE MECHANIC	12	0	0	0	0	0	12	1
MACHINE REPAIRER	2	0	0	0	0	0	2	1
REPAIRER, WELDING, BRAZIN	6	4	1	2	2	0	9	1
MAINTENANCE MECHANIC, COM	0	10	0	0	0	0	10	1
TREATMENT-PLANT MECHANIC	13	7	0	2	2	0	20	1
OFFICE-MACHINE SERVICER	1	0	0	0	0	0	1	1
AIR-CONDITIONING INSTALLE	5	1	0	0	0	0	6	2
ENVIRONMENTAL-CONTROL-SYS	58	82	8	3	3	0	132	109
REFRIGERATION MECHANIC	96	5	19	9	8	0	82	43

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
REFRIGERATION UNIT REPAIR	0	0	0	0	0	0	0	1
MAINTENANCE MECHANIC	345	116	57	43	31	0	404	404
MILLWRIGHT	47	10	0	18	16	0	57	20
SEWING-MACHINE REPAIRER	2	0	0	0	0	0	2	2
ROTOGRAVURE-PRESS OPERATO	22	0	0	4	4	0	22	2
WEB-PRESS OPERATOR	65	0	0	17	17	0	65	5
PRINTER, PLASTIC	0	0	0	0	0	0	0	1
OFFSET-PRESS OPERATOR 1	14	2	0	0	0	0	16	11
PRESS OPERATOR	0	1	0	0	0	0	1	1
OFFSET-PRESS OPERATOR 2	20	9	2	0	0	0	27	1
FOLDING-MACHINE OPERATOR	1	0	0	0	0	0	1	1
BINDERY WORKER	57	12	2	8	8	0	67	22
OFFSET PRINTER	0	0	0	0	0	0	0	1
CABINETMAKER	35	21	17	6	5	0	39	49
CABINETMAKER	0	2	0	0	0	0	2	1
LOFT WORKER	15	3	0	4	4	0	18	1
PATTERNMAKER, WOOD	3	0	0	1	1	0	3	2
PATTERNMAKER, METAL, BENC	12	1	0	4	4	0	13	6
MODEL MAKER	3	0	0	0	0	0	3	1
JEWELER	4	1	0	0	0	0	5	1
LOCKSMITH	5	3	0	0	0	0	8	5
ELECTROMECHANICAL TECHNIC	4	6	1	0	0	0	9	2

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
INSTRUMENT MECHANIC	27	34	2	16	16	0	59	11
DENTAL-LABORATORY TECHNIC	3	0	1	0	0	0	2	1
BIOMEDICAL EQUIPMENT TECH	1	0	0	0	0	0	1	1
TELEVISION-AND-RADIO REPA	9	5	2	3	2	0	12	4
ELECTRIC-MOTOR REPAIRER	4	1	0	0	0	0	5	4
ELECTRICAL-APPLIANCE REPA	0	2	0	0	0	0	2	2
APPLIANCE REPAIRER	3	2	1	0	0	0	4	2
FURNITURE UPHOLSTERER	13	10	2	2	2	0	21	13
UPHOLSTERER, INSIDE	0	0	0	0	0	0	0	0
CUSHION BUILDER	1	0	0	0	0	0	1	1
SAIL CUTTER	14	0	0	0	0	0	14	1
SHOP TAILOR	24	12	13	2	2	0	23	1
SHOEMAKER, CUSTOM	6	0	4	0	0	0	2	1
STRUCTURAL-STEEL WORKER	52	23	12	12	12	0	63	15
SHEET-METAL WORKER	273	121	61	45	31	0	333	222
BOILERMAKER 1	72	2	0	1	1	0	74	4
BOILERHOUSE MECHANIC	2	1	0	0	0	0	3	2
RIGGER	52	18	6	11	11	0	64	10
DYNAMOMETER TESTER, MOTOR	3	1	0	1	1	0	4	0
ASSEMBLY MECHANIC, EXPERI	3	0	0	0	0	0	3	1
SHIPFITTER	184	45	28	24	24	0	201	23
TRUCK-BODY BUILDER	0	0	0	0	0	0	0	0

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
AUTOMOBILE-BODY REPAIRER	8	18	8	0	0	0	18	8
LAY-OUT WORKER 1	0	0	0	0	0	0	0	0
ORNAMENTAL-IRON WORKER	0	0	0	0	0	0	0	1
WELDER, COMBINATION	167	34	21	19	16	0	180	39
LINE ERECTOR	5	7	0	1	1	0	12	3
PROTECTIVE-SIGNAL INSTALL	0	0	0	0	0	0	0	0
ELECTRICIAN	1,402	726	376	155	131	0	1,751	1,748
STREET-LIGHT SERVICER	0	0	0	0	0	0	0	0
ELECTRICIAN	249	41	20	38	38	0	270	15
ELECTRICAL-APPLIANCE SERV	2	0	1	0	0	0	1	2
ELECTRONICS MECHANIC	88	0	2	0	0	0	86	2
ELECTRICIAN, MAINTENANCE	76	27	13	12	7	0	90	61
ELECTRICIAN, MAINTENANCE	78	14	9	10	6	0	83	69
SOUND TECHNICIAN	0	4	0	0	0	0	4	1
CABLE SPLICER	9	0	0	0	0	0	9	1
PAINTER	58	28	21	7	2	0	65	32
PAINTER, SHIPYARD	54	9	4	5	5	0	59	5
LATHER	7	7	7	1	1	0	7	10
PLASTERER	2	0	1	0	0	0	1	3
DRY-WALL APPLICATOR	0	0	0	0	0	0	0	1
CEMENT MASON	1	0	0	0	0	0	1	1
CEMENT MASON	1	0	0	0	0	0	1	1

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - *	
							ACTIVE APPR	ACTIVE PROGRAMS
PAINTER, TRANSPORTATION E	0	4	2	0	0	0	2	1
OPERATING ENGINEER	23	2	5	5	4	0	20	3
CARPENTER, MAINTENANCE	4	1	0	0	0	0	5	5
CARPENTER, SHIP	0	1	0	0	0	0	1	1
ACOUSTICAL CARPENTER	4	1	4	0	0	0	1	2
BOATBUILDER, WOOD	11	1	3	0	0	0	9	2
CARPENTER	316	174	81	40	35	0	409	349
CARPENTER, ROUGH	0	0	0	0	0	0	0	0
JOINER	32	2	1	1	1	0	33	3
SHIPWRIGHT	10	0	0	0	0	0	10	1
BRICKLAYER	1	0	0	0	0	0	1	1
BRICKLAYER	198	79	70	9	2	0	204	96
TILE SETTER	9	2	1	3	2	0	10	7
WATER-AND-SEWER-SYSTEMS S	10	2	0	1	1	0	12	1
PIPE FITTER	310	43	14	26	26	0	339	17
OIL-BURNER-SERVICER-AND-I	2	0	0	0	0	0	2	1
PIPE FITTER	99	42	18	9	7	0	123	84
PIPE FITTER	35	8	6	6	6	0	37	32
PIPE-FITTER APPRENTICE	0	0	0	0	0	0	0	0
PLUMBER	339	194	97	42	28	0	435	465
INSULATION WORKER	46	34	19	7	5	0	61	39
INSULATION WORKER	7	0	0	0	0	0	7	3

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP
(continued)

From January 1, 1988 - December 31, 1988

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
PIPE COVERER AND INSULATO	31	1	1	1	1	0	31	3
GLAZIER	11	11	4	1	1	0	18	15
ROOFER	1	12	0	0	0	0	13	9
CONSTRUCTION WORKER 1	9	2	0	0	0	0	11	1
DOCKMASTER	1	1	0	0	0	0	2	2
MAINTENANCE REPAIRER, BUI	53	57	21	9	7	0	89	79
RIGGER	0	1	0	1	1	0	1	1
BOILER OPERATOR	2	1	0	0	0	0	3	2
STATIONARY ENGINEER	2	1	0	1	1	0	3	3
WATER-TREATMENT-PLANT OPE	8	1	2	1	1	0	7	5
WASTEWATER-TREATMENT-PLAN	84	44	11	9	9	0	117	20
CLARIFYING-PLANT OPERATOR	4	0	3	0	0	0	1	1
SIGN WRITER, HAND	1	5	2	0	0	0	4	1
OFFSET-PLATE MAKER	4	0	0	0	0	0	4	2
LITHOGRAPHIC PLATE MAKER	1	0	0	0	0	0	1	1
TRANSFERRER	28	0	0	3	3	0	28	1
PHOTOGRAPHER, LITHOGRAPHI	13	0	0	8	8	0	13	1
COMPOSITOR	1	1	0	0	0	0	2	2
ENGRAVER, MACHINE	2	0	0	0	0	0	2	1
GRAPHIC ARTS TECHNICIAN	4	12	4	0	0	0	12	1
------- TOTALS -------	7,601	3,458	1,585	1,089	902	0 *	9,463 **	6,851

*UNDER THE NEW COMPUTER SYSTEM APPRENTICESHIP ACTIVITY IS REPORTED BASED UPON COMPLETION OF ON-THE-JOB TRAINING (OJT) AND RELATED INSTRUCTION (RI). THE TERM COMPLETED WITHOUT CERTIFICATE (CWC) IS NO LONGER USED. WHEN AN APPRENTICE HAS COMPLETED BOTH PORTIONS OF THE PROGRAM, A CERTIFICATE IS ISSUED DESIGNATING THE COMPLETION OF THE PROGRAM. SOME APPRENTICES RECORDS IN THE NEW SYSTEM NEED TO BE UPDATED TO RECORD COMPLETIONS.

**BECAUSE OF THE NEED FOR THE UPDATE OF THE SYSTEM TO RECORD COMPLETIONS, THE 1,314 CERTIFICATES ISSUED IN 1988 HAVE NOT BEEN DELETED FROM THIS TOTAL.

VIRGINIA APPRENTICESHIP COUNCIL

The Virginia Apprenticeship Council, an eight member board appointed by the Governor, plays an integral role in Virginia's apprenticeship program. The Council was established in 1938 by the Virginia Voluntary Apprenticeship Act. It consists of an equal number of employee and employer representatives all familiar with apprenticeable occupations. The Commissioner of the Virginia Employment Commission and the Executive Director of the Virginia Council on Vocational Education or his designee serve as ex-officio voting members of the council.

Council members serve three year terms, staggered to maintain continuity on the Council. At the beginning of each year the Governor designates one member of the Council to serve as chairman.

The Council is responsible, along with the Division of Apprenticeship Training, for formulating policies to effectively administer the Virginia Apprenticeship Act. Among the duties of the Council are the review and approval of standards for apprentice training and the issuance of Certificates of Completion of Apprenticeship.

The Council is developing plans to implement part-time high school apprenticeship programs. The need to link vocational education with private industry through a transition program will be met with this program. Students will be in the workforce prior to graduation with the opportunity to be productive while learning.

The infusion of students into the skilled trades will assist in the development of a highly skilled workforce needed in Virginia's future.

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

The Commonwealth of Virginia first adopted a Boiler and Pressure Vessel Safety law in 1960 after continual urging by the Department of Labor and Industry. Initially the State Corporation Commission was authorized to establish official standards for the protection of human life and property from unsafe manufacture and use of boilers and pressure vessels in the Commonwealth. It was intended that local authorities enforce these standards and regulations. In 1972 the General Assembly transferred the boiler and pressure vessel law from the State Corporation Commission to the Department of Labor and Industry. The Boiler and Pressure Vessel Safety Division was established as part of the Department in 1973.

The law was again modified by the General Assembly and a ten-member Advisory Boiler Commission was appointed in 1973. The Commissioner presented a final draft of rules and regulations to the Virginia Safety and Health Codes Commission on April 2, 1974. These rules and regulations became effective July 1, 1974.

The Division of Boiler and Pressure Vessel Safety enforces the provisions of the Boiler and Pressure Vessel Safety Act as set forth in Chapter 3.1 of Title 40.1 of the Virginia Code and the Rules and Regulations Governing Manufacture, Storage, Handling, Use and Sale of Explosives. The Division's primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels and the manufacture, storage, handling, use and sale of explosives. Frequency and types of boiler and pressure vessel inspections are specified by law, and records are kept on the number of violations noted, occurrences and nature of accidents, and other specified activities of the Division.

The Division of Boiler and Pressure Vessel Safety is headed by a Chief Inspector who must hold a Certificate of Competency and a National Board of Boiler and Pressure Vessel Inspectors Commission as a boiler inspector. All boiler inspectors with the Division also must possess a National Board Commission.

Inspections of the more than 68,000 boilers and pressure vessels are made by the Division, insurance companies registered in Virginia to write boiler and pressure vessel insurance, political sub-divisions of the state, and owners/users who qualify and obtain Virginia commissions from the Department of Labor and Industry for their inspection personnel.

In 1986 the General Assembly approved legislation increasing the fees charged and collected for inspecting boiler and pressure vessels. This was the first increase in the fees since 1976.

The increase was necessitated by the operating deficit resulting from the Division's 1985 designation by the General Assembly as a general fund program.

In 1988 the Division submitted proposed revisions to the Boiler and Pressure Vessel Rules and Regulations written as a part of the Department's Regulatory Review package to the Governor's Office. The Division began assisting in the transfer of the explosive enforcement program to the Department Housing and Community Development; the transfer is to be effective January 1, 1989.

ANALYSIS OF ACTIVITIES OF THE
BOILER AND PRESSURE SAFETY DIVISION

Comparison: 1987 and 1988

ITEM	1987	1988
Total Active Objects Registered	67,854	71,690
Certificates Issued	23,376	26,003
Violations Reported	775[1]	1,028[1]
Compliances	652[1]	788[1]
Quality Control Reviews	18	16
Nuclear Surveys	1	4
Special Inspections	2	0
Occurrences	15	10
Injuries	4	1
Fatalities	1	0
Inspector's Examinations	4	4
Applicants Taking Exam	28	27
Applicants Passing Exam	19	18
Commissioned Inspectors	257	308
Explosive Permits Issued		
Store & Use - Class I Magazine	323	311
Store & Use - Class II Magazine	491	553
Small User's	330	308
Special Use	2	0
Sell Retail	21	17
Sell Wholesale	2	3
Sell Wholesale & Retail	15	12
Manufacture & Sell	7	6

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[1] Statistical Variation Due To Carry Over From Previous Year(s)

DIVISION OF PLANNING, RESEARCH AND POLICY ANALYSIS

Nineteen hundred eighty-eight brought about additional changes in the Division's programs. The U.S. Department of Labor's Bureau of Labor Statistics initiated action to reduce states' participation in the Supplementary Data Survey (SDS) of Occupational Illnesses and Injuries. Virginia was one of several states to suffer the reduction and the loss of this federal/state funded program required staff reassignments to other divisions in the agency. The Division continued collecting, compiling, and analyzing statistical data for the Annual Survey of Occupational Injuries and Illnesses. At the direction of the Virginia Safety and Health Codes Board, the Division with guidance from the Board's Subcommittee, began studying the potential development of a State Statistical Program to provide the data previously furnished through the SDS Program.

The second year of the Division's Outreach Program presented two seminars on Federal Recordkeeping Requirements on Occupational Injuries and Illnesses. Participants included 10 employers and employees from private and public sector businesses and industries. In coordination with the Virginia Extension Service, the Division represented the agency in the development of a satellite broadcast from Virginia Polytechnic Institute and State University on Labor Laws for the Farmworker.

This Division also develops and issues planning guidance; coordinates the development of Executive Agreements, Memoranda of Understanding/Agreements; and rules, regulations, and standards for all Department programs. The Division serves as liaison for the Department to the Virginia General Assembly and represented the Department on such legislative studies as HJR 159, The Labor Force Needs of the 1990's and Beyond. It also coordinates the preparation of the agency's legislative package, monitors all legislation, and analyzes legislation which impacts the Department.

Since the agency's creation in 1898, this Division has provided statistical data. It continues to provide planning services, statistical research, and evaluation of existing programs and policies.

MIGRANT AND SEASONAL FARMWORKERS BOARD

The Migrant and Seasonal Farmworkers Board is composed of representatives of grower communities, migrant and seasonal farmworkers, government, public and private agencies, and interest groups. The fifteen members serve as an advisory body to the Governor, General Assembly, and service deliveries.

The Board provides coordination and evaluation of state and federal services and other governmental, public and private agency services to migrant and seasonal farmworkers in the Commonwealth. The Board also identifies and evaluates the needs of migrant and seasonal farmworkers and the needs of employers of these workers and studies problems of the target population, provides background information, and recommends options. This advisory board works to encourage and foster the development of area migrant and seasonal farmworkers councils.

OCCUPATIONAL INJURIES AND ILLNESSES VIRGINIA - 1987

The 1987 occupational injury and illness trends in Virginia headed toward higher incidence rates. The Virginia Annual Survey of Occupational Injuries and Illnesses registered a 0.4 annual increase in 1987 in the incidence rate of private-sector workplace injuries and illnesses per 100 full-time workers. The corresponding overall national increase was also 0.4. The 1987 Virginia rate at 8.0 remained below the U.S. rate, 8.3.

The official U. S. Department of Labor revised recordkeeping guidelines were promulgated in 1986. They were in force throughout 1987. Although the recordkeeping revisions may have affected the estimates for some Virginia industry groupings, aggregate state 1987 data should be comparable with data for prior years.

Up from 3.5 in 1986, Virginia's private-sector lost-workday case rate in 1987 was 3.7; employees averaged about 54,900 hours of work, or 27 employee-years, for every lost-time case. Per lost workday case there were about 16 workdays lost. From 1982 onward this approximation has held true. Despite the constancy of this statistic, the estimated count of 1987 lost workdays in the private sector was 1,065,800, up 113,800 from the 1986 estimated count. With one employee-year as the equivalent of 250 employee-workdays, an estimated 4,300 employee-years were lost in 1987. The primary explanation of the increase was a gain in the count of days of restricted work activity, rising in concert with the higher number and greater proportion of cases involving days of restricted work activity only. Durable goods manufacturing was the main industrial classification involved. Past and present recordkeeping guidelines define lost workdays as the whole number of workdays (consecutive or not), beyond the day of injury or onset of illness, the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

Besides a rising rate of lost workday cases, the incidence rate of nonfatal cases without lost workdays also rose, from 4.1 in 1986 to 4.2 in 1987. This incidence rate increase did not alter the proportion of such cases to the total, which remained at 53.8 percent. The percentage distribution of cases with and without lost worktime has fluctuated only marginally in the 1980's. This fact and the fact of a long-run average of 16 lost workdays per case together suggest that some measures of the severity of occupational injuries have been stable throughout the eighties.

Notable constant and declining incidence rates lessened the statistical impact of adverse incidence-rate developments. Despite its ongoing trend of robust employment gains, the private nonagricultural service-producing sector continued to report constancy in its overall 5.5 total case incidence rate. This segment of the Virginian workforce accounted for 60 percent of the nonfederal employment total in 1987, with 39.4 percent of the injury and illness cases. The constituent industry divisions are transportation and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. On the goods-producing side of the ledger, the construction industry division stood alone with lower case rates. This safety achievement could be credited to some special trade contractors and nonresidential builders. The construction industry's total-case incidence rate was reduced from 15.9 in 1986 to 14.5.

Although the statistical impact of the change was too slight to produce a difference of the aggregate incidence rates between those for the private sector alone and those for the combined public and private sectors, state and local government employers reported reduced case incidence rates. The simultaneous reduction in both state-government and local-government case incidence rates was the first such ebb since 1979, and the first overall decrease since 1981.

The following charts illustrate the trends in incidence rates in manufacturing, construction, and the overall private sector.

SUPPLEMENTARY DATA SYSTEMS (SDS, 1987)

Accounting for 30.3 percent of the 1987 Virginia total, up marginally from 30.2 in 1986, overexertion was the most frequently occurring type of accident or exposure resulting in indemnity compensation for lost wages. This finding is from the Supplementary Data System, a State/Federal cooperative program producing a file of occupational injury and illness data from state workers' compensation records. Generally, cases classified as non-impact, such as overexertion cases, are relatively more common in the service-producing sector. Cases involving impact are comparatively more prevalent in the goods-producing sector. For example, injured employees engaged in professional and technical occupations are most likely to have overexerted themselves (32.2 percent). Disabled farming, forestry, and fishing workers, most at risk of having been struck by an object (45.8 percent), are least likely to have overexerted themselves (16.7 percent).

PERCENT DISTRIBUTIONS OF REPORTED WORKERS' COMPENSATION OF CASES OCCURRING IN 1987, 1/
BY ACCIDENT TYPE, INDUSTRY GROUP, AND OCCUPATION OF WORKER, VIRGINIA

INDUSTRY GROUP[2] OR OCCUPATION[3]	Total[4]	ACCIDENT TYPE						
		Over-exertion	Struck by object[5]	Fall	Bodily reaction	Caught[6] in	Highway motor vehicle	Other
Total -- Private and Nonfederal public sectors	100.0	30.3	24.6	20.7	8.8	5.1	4.2	6.4
Private sector	100.0	30.3	25.4	20.4	8.0	5.5	3.9	6.6
Agriculture, forestry, and fishing	100.0	17.2	38.5	14.5	6.9	8.4	5.3	9.4
Mining	100.0	26.7	34.5	7.2	7.8	8.7	1.2	14.0
Construction	100.0	25.0	27.7	26.8	8.3	3.8	3.7	4.6
Manufacturing	100.0	33.6	28.3	13.9	6.7	9.5	1.7	6.3
Durable goods	100.0	30.3	33.5	11.8	6.7	9.1	1.7	7.0
Nondurable goods	100.0	36.9	23.1	16.0	6.8	9.9	1.8	5.6
Transportation and public utilities	100.0	28.6	18.0	18.2	12.8	4.5	12.7	5.2
Wholesale trade	100.0	36.6	22.7	18.2	7.1	5.3	6.1	4.0
Retail Trade	100.0	28.6	25.2	24.8	7.4	3.2	2.3	8.4
Finance, insurance, and real estate	100.0	25.4	21.1	30.3	9.2	1.3	5.3	7.6
Services	100.0	37.0	17.5	23.3	8.4	3.1	4.2	6.5
State and local government	100.0	30.3	18.9	23.0	14.0	2.1	6.8	4.9
State government	100.0	31.7	19.6	24.0	13.4	1.8	3.7	5.6
Local government	100.0	29.2	18.2	22.2	14.4	2.4	9.3	4.1
Total -- Private & public sectors	100.0	30.3	24.6	20.7	8.8	5.1	4.2	6.4
Executives, administration, and managers	100.0	27.4	16.7	29.3	7.4	3.0	6.7	9.8
Professional and technical	100.0	37.2	13.5	22.3	16.3	1.7	2.9	6.0
Sales	100.0	31.9	18.3	29.8	8.1	1.3	6.1	4.5
Administrative support, including clerical	100.0	29.8	18.1	33.9	8.4	1.5	5.6	2.6
Services	100.0	30.5	19.0	27.3	7.8	3.0	1.5	10.8
Farming, forestry, and fishing	100.0	16.7	45.8	13.1	8.3	5.4	3.0	7.8
Precision production and craft	100.0	29.0	28.1	20.1	8.6	5.7	1.7	6.8
Operators, fabricators, and inspectors	100.0	33.8	29.0	13.0	6.1	10.9	0.3	7.0
Transportation, and material moving	100.0	26.8	17.0	20.3	10.3	4.6	15.2	5.9
Handlers, helpers and laborers	100.0	32.7	31.3	16.7	6.0	6.2	2.4	4.8

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[1] The 13,653 Supplementary Data System (SDS) cases occurring in 1987 were almost a one-half sample of cases established by the Industrial Commission of Virginia that met the reporting requirements of The Virginia Workers' Compensation Act, i.e., cases which received any indemnity compensation or medical payments of $500 or more. Indemnity compensation is awarded after the eighth calendar day of disability.

[2] From the 1972 Standard Industrial Classification Manual.

[3] From the 1980 Census of Population Classified Index of Industries and Occupations.

[4] Because of rounding, data may not add up to 100.0.

[5] Struck by object includes struck against.

[6] Caught in includes caught between and caught under.

Estimated Number of Occupational Injuries and Illnesses, Lost Workdays, and Average Lost Workdays Per Lost Workday Case

By Industry Group, Virginia, 1986 and 1987

Industry Group	Total Cases 1/ Cases (in thousands)		Lost Workday Cases (in thousands)		Nonfatal Cases Without Lost Workdays 2/ (in thousands)		Lost Workdays (in thousands)		Average Lost Workdays Per Lost Workday Case	
	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987
Total 3/ ,4/	157.3	169.1	73.1	79.2	84.1	89.8	1111.9	1234.4	15	16
Private Sector 3/	131.3	144.8	60.6	66.8	70.6	77.9	952.1	1065.8	16	16
Agriculture, Forestry, and Fishing 5/	1.3	1.6	0.7	0.9	0.7	0.7	11.0	18.6	16	22
Goods-Producing, Nonagricultural Private-Sector	66.1	76.4	29.3	34.2	36.7	42.1	467.3	580.6	16	17
Mining, 6/	1.3	1.8	1.0	1.2	0.3	0.6	26.9	31.9	26	26
Construction	23.9	23.9	11.0	11.4	12.8	12.4	175.7	198.7	16	17
Manufacturing	40.9	50.7	17.3	21.6	23.6	29.1	264.7	350.0	15	16
Durable Goods	23.0	30.2	9.5	12.6	13.5	17.6	144.1	214.2	15	17
Nondurable Goods	17.9	20.5	7.8	9.0	10.1	11.5	120.6	135.8	16	15
Service-Producing, Nonagricultural Private-Sector	63.9	66.7	30.6	31.7	33.3	35.0	473.7	466.7	16	15
Transportation and Public Utilities, 6/	8.1	9.2	4.9	5.2	3.3	4.0	94.1	104.2	19	20
Wholesale and Retail Trade	34.1	36.7	15.3	16.6	18.8	20.0	196.0	220.5	13	13
Wholesale Trade	8.0	9.1	4.3	4.8	3.7	4.3	65.3	63.9	15	13
Retail Trade	26.2	27.6	11.0	11.8	15.1	15.8	130.7	156.6	12	13
Finance, Insurance, and Real Estate	2.3	2.7	1.2	1.3	1.1	1.4	23.7	14.3	19	11
Services	19.3	18.1	9.2	8.6	10.1	9.6	160.0	127.7	17	15
Public Sector: State and Local Government, 4/	25.9	24.3	12.5	12.4	13.4	11.9	159.9	168.6	13	14

[1] Includes fatalities. Because of rounding, the sum of estimated lost workday cases and cases without lost workdays may not equal total cases. Also, the difference between the total and the sum of the components shown may not reflect the fatality estimates.

[2] Excludes minor injuries that involve only first aid treatment even though the treatment may have been rendered by a physician or other professional practitioner.

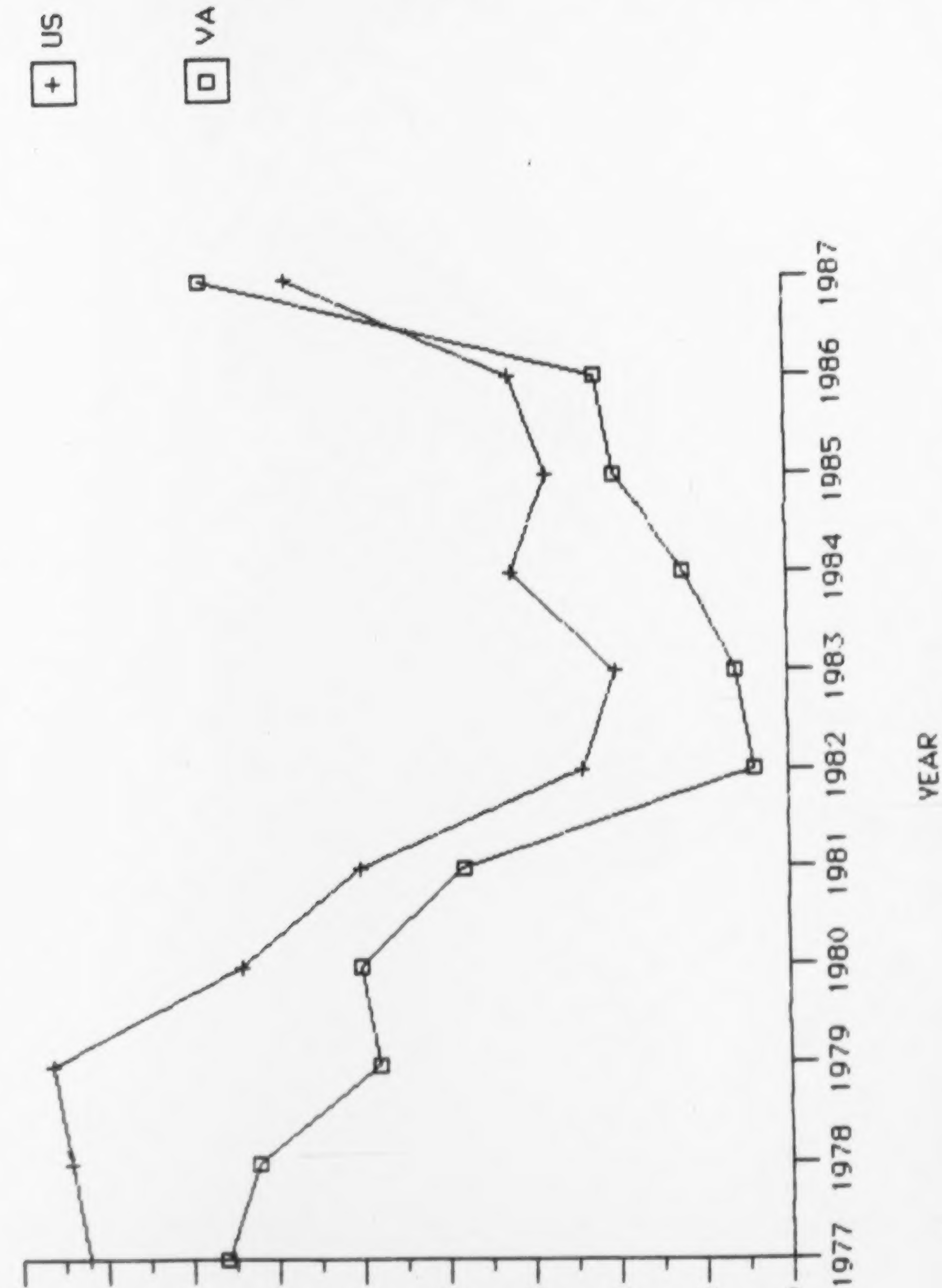
[3] Excludes the self-employed, domestics, and employees on farms averaging fewer than 11 employees.

[4] Excludes Federal government. Data for Federal agencies are collected under the Federal Agency Reporting System by the Occupational Safety and Health Administration.

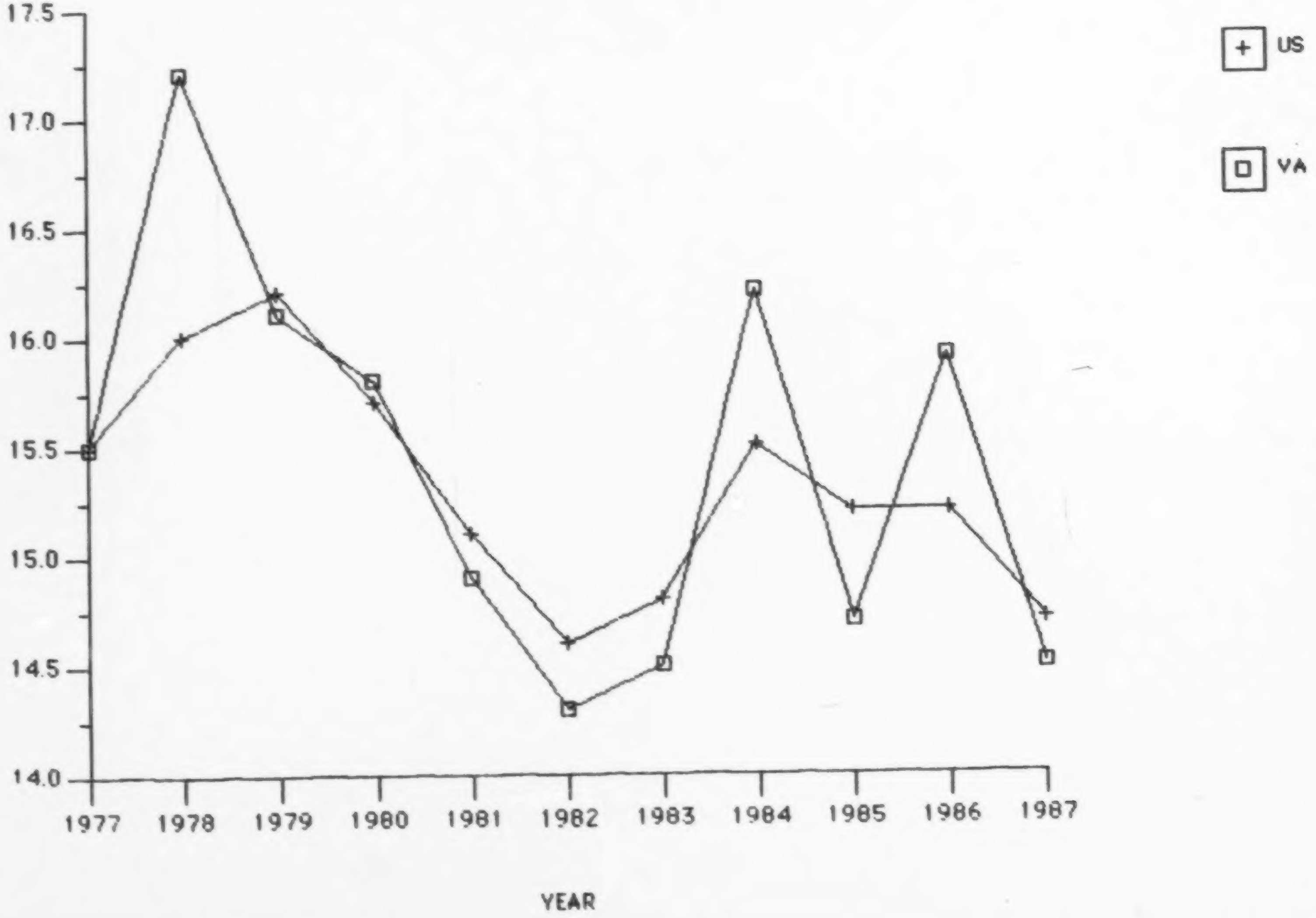
[5] Excludes farms averaging fewer than 11 employees.

[6] Data conforming to OSHA definitions for mining and railroads (SIC 40) were provided by the Mine Safety and Health Administration, U.S. Department of Labor, and by the Federal Railroad Administration, U.S. Department of Transportation, respectively. Independent mining contractors are excluded.

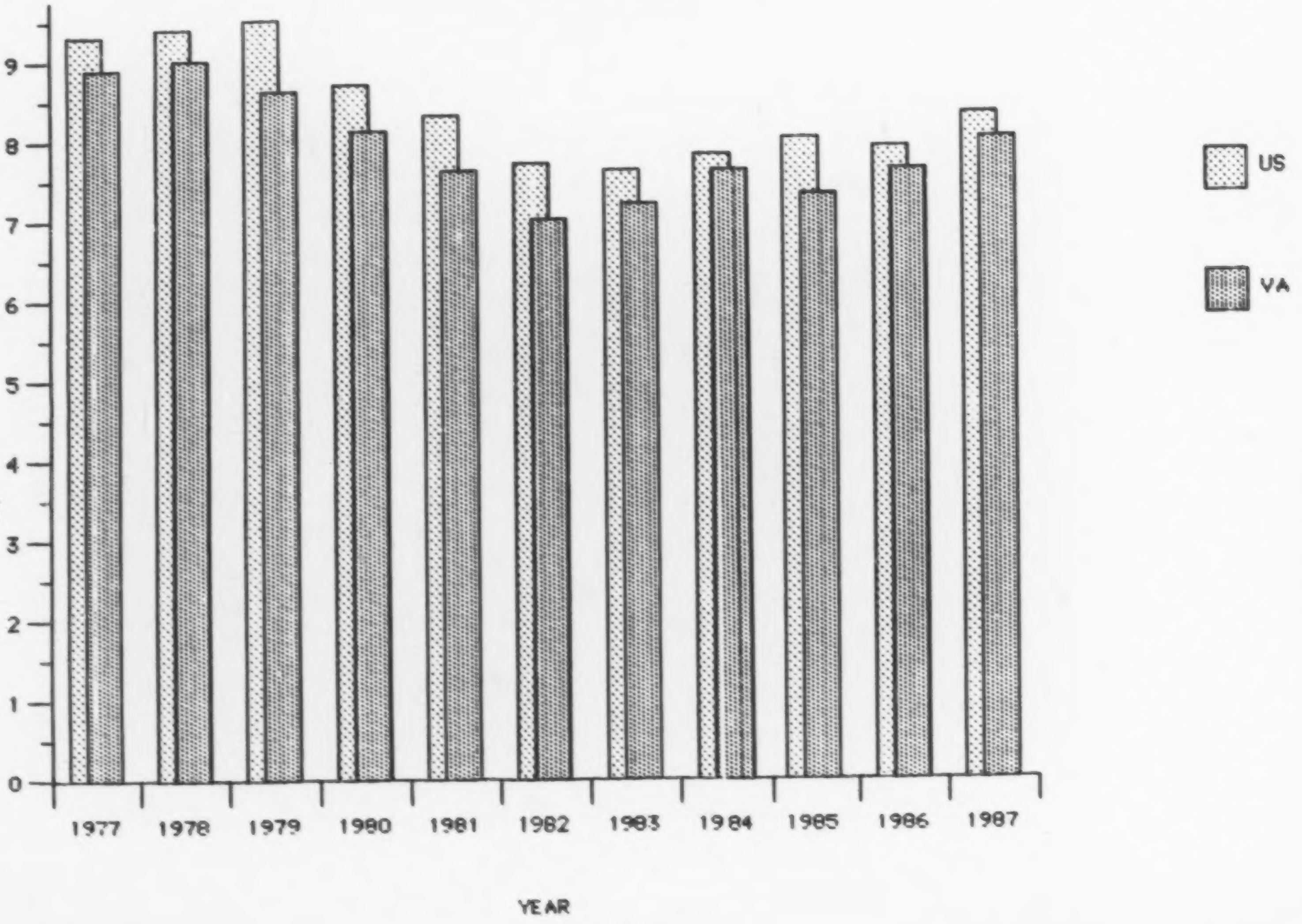
MANUFACTURING OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1977 - 1987



CONSTRUCTION OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1977 - 1987



PRIVATE-SECTOR OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES
VIRGINIA AND UNITED STATES, 1977 - 1987



RETAIL FOOD STUDY AND MARKET BASKET PROGRAM

This two-part program consists of: (1) a listing of the average prices for food items; and (2) the cost of a market basket containing a fixed quantity of items.

RETAIL FOOD STUDY

From 1950-1953, the study of retail food prices in Richmond was compiled in cooperation with the U.S. Bureau of Labor Statistics and the data was incorporated into the national and local Consumer Price Index. In July, 1953 when the City of Richmond was dropped from the National Index, the State continued the monthly collection and publication of retail food prices for the City of Richmond using the same standards and specifications that were used during the cooperative project.

Currently, the Retail Food Study and Market Basket Program includes the Richmond, Northern Virginia, Norfolk and Roanoke Metropolitan Areas. Data collection follows the United States Department of Labor Bureau of Labor Statistics Manual incorporating any changes so that Virginia's area retail food prices may be compared with other cities that are included in the monthly National Consumer Price Index.

MARKET BASKET

The Market Basket was first published in 1953 and continues as a monthly feature of the Department of Labor and Industry. Originally, it included an estimated quantity of the basic foods normally consumed by an urban family of four during a given week each month. In 1968, the Market Basket was redesigned to measure the price change in the retail cost of a fixed quantity of foods on a month-to-month basis. It combines 40 of the 71 items priced during the same period of time each month at selected stores throughout the geographical area. The 40 commodities included are:

1 lb. Round Steak
1 lb. Bacon
1 lb. Hamburger
1 lb. Frankfurters
2 lbs. Pork Chops
2 lbs. Chicken
1 lb. Frozen Fish
1 doz. Oranges
1 lb. Apples
2 lbs. Bananas
10 lbs. Potatoes
2 lbs. Cabbage
1 head Lettuce
1 lb. Onions
1 lb. Carrots

1 stalk Celery
1 can Tuna
1 can Corn
1 can Peas
1 can Tomatoes
1 can Peaches
1 can Soup
1 pkg. Fro. Green Beans
5 cans Fro. Orange Juice
4 lbs. Flour
2 boxes Ready-To-Eat Cereal
1 box Soda Crackers
5 half gals. Milk
1 pt. Ice Cream

2 doz. Eggs
½ lb. Amer. Process Cheese
2 cans Eva. Milk
1 lb. Margarine
1 lb. Shortening
1 lb. Coffee
5 lbs. Sugar
½ lb. Peanut Butter
1 10 oz. jar Jelly
1 carton Soft Drinks
6 loaves Bread

THE COST OF THE MARKET BASKET

1987 - 1988

	RICHMOND		NORFOLK		NORTHERN VA.		ROANOKE	
	1987	1988	1987	1988	1987	1988	1987	1988
JANUARY	$65.16	$65.80	$64.40	$62.94	$68.04	$68.63	$65.96	$63.88
FEBRUARY	65.52	67.45	64.54	64.82	68.13	70.20	66.23	65.56
MARCH	65.79	66.19	64.67	64.99	66.88	69.89	63.75	65.72
APRIL	65.29	66.58	65.23	65.23	68.38	69.94	63.91	64.02
MAY	65.23	67.04	65.16	66.05	69.61	70.12	64.05	65.94
JUNE	67.04	68.12	66.70	68.61	70.28	71.75	66.79	66.14
JULY	67.94	68.08	66.14	69.86	70.73	72.59	68.21	66.82
AUGUST	66.56	69.54	65.26	69.60	68.55	74.01	65.54	66.56
SEPTEMBER	67.62	70.31	66.25	69.89	69.55	72.86	66.94	67.03
OCTOBER	66.94	69.96	65.15	69.23	68.76	72.20	66.41	68.59
NOVEMBER	65.62	68.94	63.40	68.04	68.42	72.19	66.49	67.34
DECEMBER	64.45	69.17	61.83	68.24	68.51	71.22	64.39	67.54
AVERAGE	66.10	68.10	64.89	67.29	68.82	71.30	65.72	66.26
% CHANGE		+3.0		+3.7		+3.6		+0.8

AREA DEFINITIONS:

The Richmond Metropolitan Area is comprised of the city of Richmond and the counties of Henrico, Chesterfield, and Hanover.

The Norfolk Metropolitan Area is comprised of the cities of Norfolk, Portsmouth, Virginia Beach, and Chesapeake.

The Northern Virginia Metropolitan Area is comprised of the cities of Alexandria, Fairfax, and Falls Church and the counties of Arlington and Fairfax.

The Roanoke Metropolitan Area is comprised of the cities of Roanoke and Salem and the counties of Botetourt and Roanoke.

1988 AVERAGE ANNUAL RETAIL FOOD PRICES[1]

This table of average food prices is for comparison purposes only and does not purport to analyze the economies of the survey areas.

COMMODITY AND UNIT		U.S. Average	The South[2]	Richmond[3]	Norfolk[3]	Northern Virginia[3]	Roanoke[3]
Flour	5 lbs.	1.070	1.105	1.052	0.952	1.152	0.920
Crackers, soda	lb.	1.070	1.089	1.179	1.147	1.297	0.955
Round Steak	lb.	2.935	2.954	3.281	3.300	3.589	2.997
Rib Roast	lb.	3.886	4.351	4.640	4.836	4.264	4.115
Chuck Roast	lb.	1.730	1.786	1.727	1.610	1.638	1.814
Pork Chops	lb.	2.769	2.652	2.964	2.736	3.190	2.902
Bacon, sliced	lb.	1.883	1.894	1.626	1.604	1.707	1.727
Fryers, whole	lb.	0.853	0.785	0.768	0.856	0.864	0.805
Milk, fresh	½ gal.	1.164	1.370	1.308	1.400	1.147	1.336
Butter	lb.	2.158	2.218	2.210	2.127	2.321	2.068
Eggs, grade A large	doz.	0.789	0.748	0.753	0.770	0.777	0.749
Onions	lb.	0.378	0.397	0.441	0.392	0.408	0.449
Carrots	lb.	0.379	0.401	0.508	0.526	0.415	0.484
Tomatoes	No. 303 can	0.534	0.588	0.458	0.390	0.556	0.550
Coffee	lb.	2.768	2.932	2.553	2.467	2.924	2.332
Peanut Butter	16 oz.	1.786	1.763	2.082	2.056	2.244	1.941
Margarine	lb.	0.733	0.646	0.619	0.526	0.739	0.520
Sugar, granulated	5 lbs.	1.740	1.735	1.853	1.671	1.847	1.775

[1] Source: Consumer Price Index Detailed Reports, January-December issues 1988, Bureau of Labor Statistics, U.S. Department of Labor.

[2] This region is comprised of Alabama, Arkansas, Oklahoma, Texas, Louisana, Mississippi, Florida, Georgia, South Carolina, North Carolina, Virginia, West Virginia, Kentucky, Tennessee, Maryland and Delaware.

[3] The figures for Norfolk, Roanoke, Richmond and Northern Virginia were compiled in monthly surveys by the Virginia Department of Labor and Industry.

DIVISION OF STATE LABOR LAW ADMINISTRATION

The Division of State Labor Law administers eleven state laws and has experienced a dramatic increase in its workload. The laws enforced by the Division include the State minimum wage, the payment of wages, garnishee rights, child labor, the right to work, wage discrimination based on sex, magazine subscription solicitation, and certain other provisions of State law governing polygraph tests, medical examinations, employees being prevented employment by others and employees' days of rest. On November 6, 1986, the Federal Immigration and Reform Control Act of 1986 was passed which preempted our state law governing the employment of illegal aliens. Because of this preemption, the Division no longer enforces laws pertaining to the hiring of illegal immigrants.

This Division traces its origin to the Department of Women and Children which was established contingent on state funding in 1918. In 1922 the General Assembly provided the funding for a permanent Division of Women and Children. In the beginning, this Division enforced the Child Labor Law and laws for protection of women in industry including the ten-hour workday law, the seat law, and laws providing for proper sanitary equipment.

In 1978 the name of the Division was officially changed to Division of State Labor Law Administration. Today, the Division provides employers and employees of the Commonwealth invaluable assistance in meeting the requirements of the state's labor laws. Its representatives conduct both general inspections of business establishments and complaint investigations with the primary objective of ensuring compliance with current state labor laws and redressing grievances.

COMPLAINT INVESTIGATIONS BY CLASSIFICATION

Classification	Total 1987	Total 1988
GRAND TOTAL	3,382	3,073
Payment of Wages and Establishment of Regular Pay Periods	3,265	2,945
Virginia Minimum Wage Act	19	4
Child Labor Laws of Virginia	83	113
Right-to-Work Law	4	3
Preventing Employment by Others of Former Employees	5	2
Unlawful to Require Payment for Medical Examination as Condition of Employment	0	0
Employers to Allow Employees at Least One Day at Rest in Each Week	0	0
Equal Pay Irrespective of Sex	0	0
Soliciting Subscription Contracts for Books, Magazines, Etc.	0	3
Maximum Portion of Disposable Earnings Subject to Garnishment	6	3
Prohibition of Use of Certain Questions on Polygraph Tests for Employment	0	0

ANALYSIS OF CHILD LABOR CIVIL MONEY PENALTIES

ITEM	ACCOMPLISHMENTS 1987	 1988
Number of Children Involved	241	195
Types of Violations Cited:		
Working Without Employment Certificate	109	84
Failure to Keep Time Records	57	55
Employment of Children in Prohibited or Hazardous Occupations	27	65
Working Illegal Hours	171	113
Total Child Labor Civil Money Penalties Completed:	175	101
Number of Penalties Assessed Employers	112	99
Number of Employers Sent Warnings	63	2
Amount of Penalties Assessed Employers	$9,525.00	$17,245.00

COURT CASES PROCESSED BY CLASSIFICATION

(Civil and Criminal)

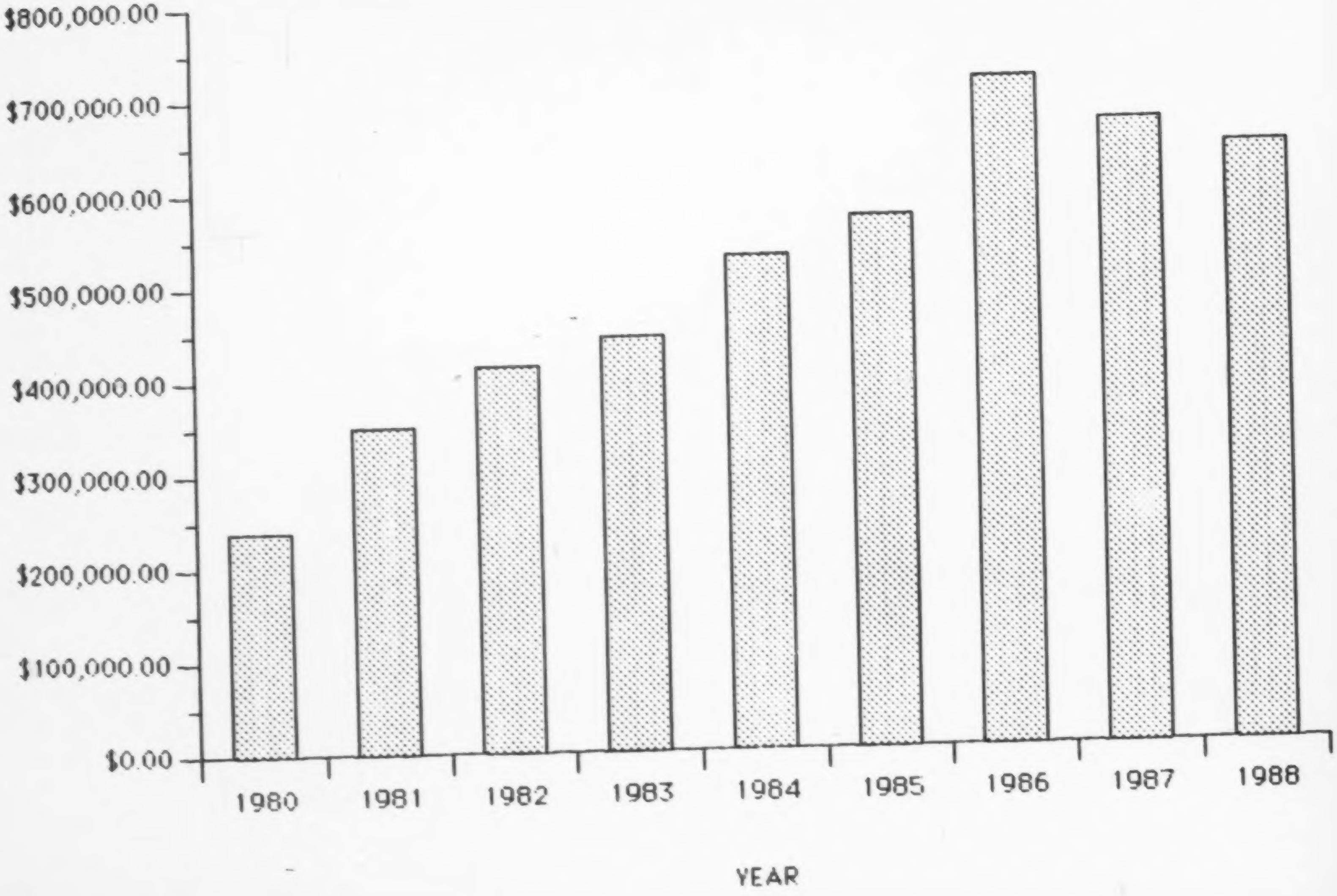
Classification	Total 1987	Total 1988
GRAND TOTAL	288	336
Civil	280	317
Criminal	8	19
Payment of Wages and Establishment of Regular Pay Periods	287	331
Civil	279	315
Criminal	8	16
Child Labor Laws of Virginia	1	2
Civil	1	2
Soliciting, Subscription Contracts for Books, Magazines, Etc.	0	3
Criminal	0	3

COURT DISPOSITIONS ON VIOLATIONS PROCESSED
(Civil and Criminal)

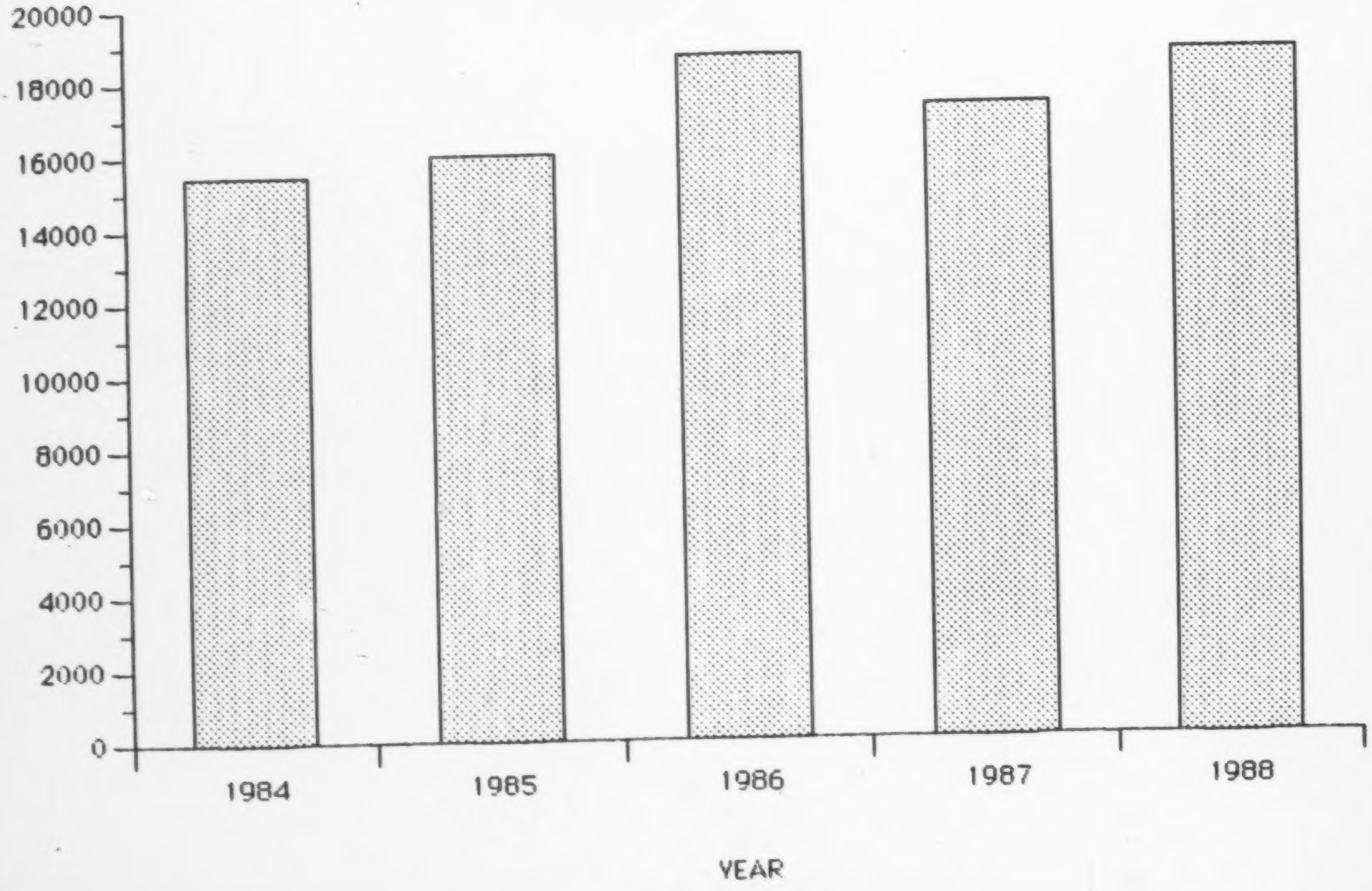
Title and Section Code of Virginia	Number of Court Cases		Convictions		Dismissals		*Non-suited **Nol Prossed		Judgement	Awarded
	1987	1988	1987	1988	1987	1988	1987	1988	1987	1988
TOTAL	288	336	2	5	94	138	10	20	182	173
Civil	280	317	0	0	90	136	8	8	182	173
Criminal	8	19	2	5	4	2	2	12	0	0
Payment of Wages and Establishment of Regular Pay Periods - 40.1-29	287	331	2	2	94	138	10	19	181	172
Civil	279	315	0	0	90	136	8	7	181	172
Criminal	8	16	2	2	4	2	2	12	0	0
Child Labor Laws of Virginia - 40.1-78 et seq.	1	2	0	0	0	0	0	1	1	1
Civil	1	2	0	0	0	0	0	1	1	1
Soliciting Subscription Contracts for Books, Magazines, Etc. - 40.1-112	0	3	0	3	0	0	0	0	0	0
Criminal	0	3	0	3	0	0	0	0	0	0

*Civil
**Criminal

WAGES COLLECTED FOR EMPLOYEES UNDER PAYMENT OF WAGE, VIRGINIA MINIMUM WAGE AND GARNISHMENT STATUES, 1980 - 1988



EMPLOYMENT CERTIFICATES ISSUED MINORS AGES 12 TO 18
1984 - 1988



VOSH PROGRAM OVERVIEW

The Virginia Department of Labor and Industry through the Virginia Occupational Safety and Health (VOSH) Program administers and enforces the state's occupational safety and health laws. The mission of the VOSH Program is to assure safe and healthful working conditions for Virginia's workers. The Occupational Safety and Health Act of 1970 (PL 91-596) and the Code of Virginia (Title 40.1) provide the Program with the authority to conduct a comprehensive safety and health effort. Three divisions - Occupational Safety Enforcement, Occupational Health Enforcement, and Voluntary Safety and Health Compliance/Training make up the VOSH Program. The two primary functions of the Program are enforcement and voluntary compliance.

REGULATIONS

The Safety and Health Codes Board promulgated several safety and health standards which provide a greater level of protection to workers. These new standards address the following issues and hazards: formaldehyde, ethylene oxide, hazard communication in the construction industry, grain handling facilities, concrete and masonry construction, and crane or derrick suspended personnel platforms.

VIRGINIA OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Standard Title and Number	Date of Adoption	Effective Date
Amendment to the Asbestos Standards for General Industry and the Construction Industry 1926.58	11/14/88	1/25/89
Amendment Concerning Access to Employee Exposure and Medical Records 1910.20	Not Adopted - Enforcing 1980 version	
Amendment Concerning Servicing of Single Piece and Multi-Piece Rim Wheels 1910.177	11/14/88	1/25/89
Amendment to the Formaldehyde Standard 1910.1048	11/14/88	1/25/89
Amendment Concerning Crane or Derrick Suspended Personnel Platforms 1926.550(g)	11/14/88	1/25/89

VIRGINIA OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Standard Title and Number	Date of Adoption	Effective Date
Amendment to the Ethylene Oxide Standard Approval of Information Collection Requirements, Effective Date 1910.1047	11/14/88	1/25/89
Amendment to the Asbestos Standard for Non-Asbestiform Tremolite, Anthophyllite and Actinolite, Extension of Partial Stay 1926.58	11/14/88	1/25/89
Amendment to the Concrete and Masonry Construction Safety Standard 1926.700	7/11/88	9/19/88
Amendment to the Grain Handling Facilities Standard Corrections 1910.272	7/11/88	9/19/88
Amendment to the Hazard Communication Standard 1910.1200	7/11/88	9/19/88
Standard Concerning Safety Testing or Certification of Certain Workplace Equipment and Materials 1910.7	7/11/88	9/19/88
Amendment to the Ethylene Oxide Standard 1910.1047	7/11/88	9/19/88
Amendment Concerning Presence Sensing Device Initiation of Mechanical Power Presses 1910.217	7/11/88	9/19/88
Amendment to the Formaldehyde Standard 1910.1048	7/11/88	9/19/88

VIRGINIA OCCUPATIONAL SAFETY AND HEALTH STANDARDS

Standard Title and Number	Date of Adoption	Effective Date
Grain Handling Facilities Standard 1910.272	3/ 7/88	5/ 3/88
Formaldehyde Standard 1910.1048	3/ 7/88	5/ 3/88
Amendment Concerning Revision of Construction Industry Test and Inspection Records 1926.550(b)(2)	Not Adopted - Under Review	

VIRGINIA SAFETY AND HEALTH CODES BOARD

An important aspect of the VOSH Program is the role of the Virginia Safety and Health Codes Board. This Board, appointed by the Governor, by law is drawn from various industries and is a mix of employee/employer representatives and the general public. The Board formerly had a membership of twelve, but was expanded in 1988 to fourteen. The two additional members represent agricultural employers and agricultural employees. The Board is authorized "to adopt, alter, amend or repeal rules and regulations to further, protect and promote the safety and health of employees in places of employment." Standards adopted by the Board carry the force of law.

When federal OSHA promulgates a standard, the Commonwealth has six months to adopt and begin enforcing a comparable standard. The Safety and Health Codes Board may adopt an identical standard or amend the federal standard to better suit the needs of Virginia as long as a determination by OSHA is made that the Virginia standard is "as effective as" the federal standard. The Board also has the authority to adopt unique state standards in the absence of federal standards. All VOSH standards are promulgated in keeping with the spirit and requirements of the Virginia Administrative Process Act.

OFFICE OF VOSH TECHNICAL SERVICES

The office of VOSH Technical Services provides general administrative and technical support to the Virginia Occupational Safety and Health (VOSH) Program. Among its responsibilities are the operation and maintenance of the Integrated Management Information System (IMIS), investigation and resolution of discrimination complaints, development and circulation of VOSH Program Directives, development and maintenance of the Administrative Regulations Manual, the Field Operations Manual, and the State Plan.

Additionally, this Office develops proposed standards for the Safety and Health Codes Board and provides the Board staff support. Evaluation and response to the State Plan Activity Measures (SPAM) criteria, Complaints Against State Plan Administration (CASPA's) and variance requests are handled by this Office.

DISCRIMINATION COMPLAINTS

Any employee or representative of an employee who believes that a violation of an occupational safety or health standard exists which threatens physical harm or constitutes an imminent danger may request an inspection by sending a signed written notice to the Virginia Occupational Safety and Health (VOSH) Program. The identity of the complainant will be kept confidential.

An employee who files a complaint cannot be discharged or discriminated against by his employer. Any employee who feels that he has been fired or discriminated against as a result of filing an occupational safety and health complaint should contact, within 30 days, the VOSH Program and make either a written or oral discrimination complaint. A VOSH Discrimination Investigator will interview the complainant to determine whether the complaint is appropriate. If the complaint is appropriate the Discrimination Investigator will investigate the matter and attempt to settle the case. If attempts to settle the case fail, the matter can be sent to the Commonwealth's Attorney for prosecution. During 1988 VOSH's Discrimination Investigators received 35 discrimination complaints.

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

The Division of Occupational Health Enforcement has as its primary responsibility workplace inspections in both the private and public sector. To accomplish this task, the Division enforces the state laws that address the safety and health of workers employed in construction and general industry. The Division's overall objective is to eliminate safety and health workplace hazards through inspections, citations and abatement of hazards.

Industrial hygienists conduct workplace inspections to determine compliance with the health portions of the standards. Workplace inspections are generated through a general schedule scheme, employee complaint, accident, referral, fatality or catastrophe, or follow-up requirements.

The VOSH Program in 1988, through the Virginia Safety and Health Codes Board, adopted a major occupational health standard in the area of formaldehyde.

The Division of Occupational Health began enforcement of the Commonwealth's new Asbestos Licensing Law and the Hazard Communication Standard in non-manufacturing businesses.

ANALYSIS OF ACTIVITIES OF THE OCCUPATIONAL HEALTH ENFORCEMENT DIVISION

Comparison: 1987 and 1988

ITEM	1987	1988
Health Inspections:		
Records Only	0	0
Planned	51	84
Follow-up	11	17
Complaints	177	187
Referrals	53	52
Accident/Fatality	3	4
Unprogram Related	11	17
Monitoring	10	12
Total Inspections	316	373
Health Violations:		
Serious	51	183
Willful	3	7
Repeat	18	17
Other	641	744
Total Violations	813	951
Penalties Assessed:		
Penalties	$27,595	$67,620
Failure to Abate Penalties	$20,900	$ 8,100
Total Penalties	$48,495	$75,720

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

The Division of Occupational Safety enforces the state laws that address the safety and health of workers employed in construction and general industry, both in the public and private sector. The Division's jurisdiction covers all commercial and industrial establishments, and all construction, excavation, and demolition work within the Commonwealth.

The primary responsibility of the Division is to make scheduled inspections of the state's workplaces to ensure compliance with state safety standards and regulations. In addition, the Division responds to complaints from employees and investigates accidents and fatalities. The Division's overall objective is to eliminate workplace hazards through inspection, abatement, and enforcement.

In 1988 safety inspectors continued a special emphasis program on trenching. Due to the inherently dangerous nature of trenching and the number of injuries and fatalities caused by trenching operations, this special emphasis project is expected to be in effect for some time. In the period from January 1, 1988 to December 31, 1988, 322 trenching inspections were conducted. Seven hundred forty-eight violations were cited; 248 trenching violations and 500 non-trenching violations. The most frequently cited standards were 1926.652 (156) (trenching requirements, 1926.651 (128) (excavation requirements), and 1926.650 (48) (protection requirements). There were 282 serious violations, 19 willful, 95 repeat and 352 other than serious violations cited.

ANALYSIS OF ACTIVITIES OF THE
OCCUPATIONAL SAFETY ENFORCEMENT DIVISION
Comparison: 1987 and 1988

ITEM	1987	1988
Safety Inspections:		
Records Only	5	0*
Planned	1,864	1,834
Follow-up	24	75
Complaints	197	183
Referrals	210	285
Accidents	93	115
Unprogrammed Related	114	297
Programmed Related	4	7
Monitoring	2	4
Attempted Inspections (No Inspection Conducted)	335	250
Total	2,848	3,050
Fatality Investigations	64	68
Safety Violations Noted	6,610	8,213
Court Cases Completed	33	30
Informal Conferences Held	210	351
Speeches and Seminars	8	6
Safety Schools for Representatives	69	20
State Safety Conference	1	1

*Records Only inspections were discontinued as of August 24, 1988.

DIVISION OF VOLUNTARY SAFETY & HEALTH COMPLIANCE AND TRAINING

The Division of Voluntary Safety Compliance & Training and the Division of Voluntary Health Compliance & Training consolidated their activities under one Director to provide public and private sector employers a variety of free professional consultation services through Section 7(c)(1) and 18(b) of the OSH Act. This consolidation along with the establishment of safety and health supervisor positions will provide a more cost effective organization for the delivery of consultation services.

The Consultation Program continued to place more emphasis on Program Assistance, assisting 430 employers in developing and implementing their own Safety and Health Program, which includes, but is not limited to: written work rules, self inspections and employee training.

The Virginia Confined Space Standard became effective January 1988. Twenty-one training programs have been conducted in Confined Space Entry. The Division continued to work with employers on "special emphasis programs," an example of which was the new benzene standard. Fifteen health consultation surveys were conducted in small petroleum industries, emphasis was also placed on the new formaldehyde standard. Employers were given assistance in exposure monitoring, methods of compliance, personal protective equipment, hazard communication and medical surveillance program development.

The Division of Voluntary Compliance and Training continued to support the national emphasis program on asbestos. Twenty-three health consultative surveys were conducted specifically pertaining to asbestos.

In addition to professional development training received by all staff, three industrial hygiene consultants received extensive asbestos training qualifying them for all phases of licensure under the new Virginia Department of Commerce guidelines.

With trenching and excavations continuing to be a "special emphasis program" 95 trenching programs were provided to private and public sector employers.

As the result of the resignation of two Industrial Hygienists and additional staff turnovers, 14% of field productivity was lost.

ANALYSIS OF ACTIVITIES OF THE
VOLUNTARY SAFETY AND HEALTH COMPLIANCE/TRAINING DIVISION
Comparison: 1987 and 1988

ITEM	1987	1988
Consultative Safety and Health Survey	498	430
Consultative Assistance	1,117	908
Serious Hazards Abated	688	863
Total Hazards Abated	2,708	1,823
Demonstrations/Safety Talks	565	498
Safety Courses (Construction/Industry)	38	54
Certificates Awarded	938	635
Program Assistance	308	430
Special Emphasis Program - Trenching	23	95
Special Emphasis Program - Confined Space	17	21
Loan of 190 films	1,536	1,550